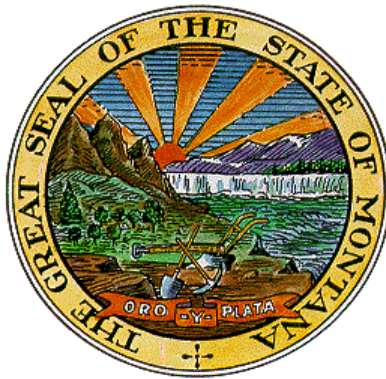


STATE OF MONTANA



2006 TOTAL COMPENSATION SURVEY REPORT

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October 2006

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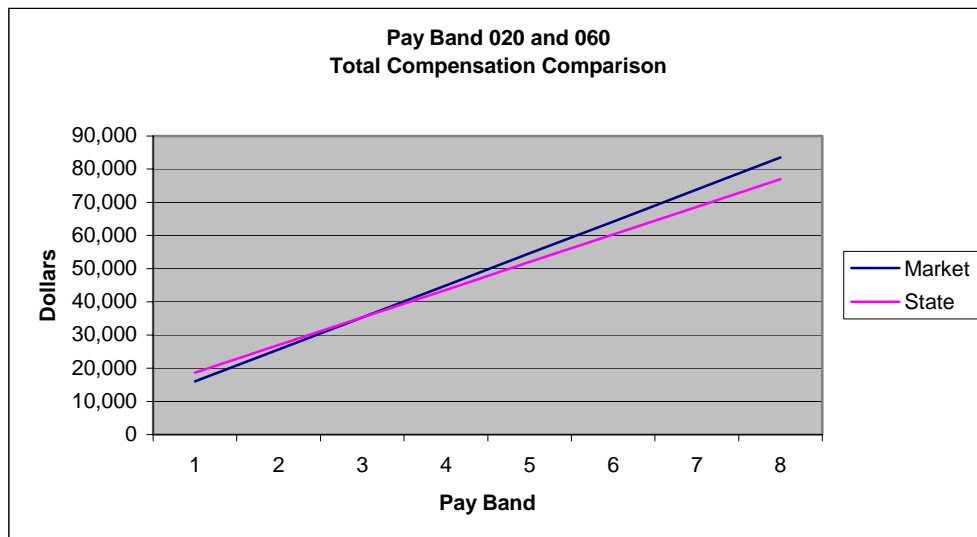
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EXECUTIVE SUMMARY

The purpose of state government's classified pay plans is to provide the market-based compensation necessary to attract and retain competent and qualified employees. State law requires that the state's classified pay plan be based on an analysis of the labor market as provided by the department (of Administration) in a salary survey. This report compares the total compensation of state employees to similar in-state, regional and national market salaries and benefits in fulfillment of this requirement.

Salary survey data was obtained from multiple survey sources. Benefits data was obtained from a 2004 survey of Montana employers. Salary and benefits survey data is combined to estimate total compensation in the Montana labor market. Total compensation in this survey includes base salary, longevity, employer contributions to life, dental, vision, mental health and medical insurance plans; paid sick, annual leave and holiday hours; and employer contributions to retirement plans. Wage data for state employees is current as of August 6, 2006, however, the survey market data is somewhat more dated. The survey data is the most current data available for the respective sources used by the Department of Administration: Occupational Employment Statistics wage data was submitted in November 2004; Central States Compensation Association Data was effective August 2005, and; Watson Wyatt Data was effective in different months in 2005. It should be noted that the Consumer Price Index-U during this same period increased 2.7% in 2004, 3.4% in 2005, and 3.8% during the 1st months of 2006. Likewise, according to recently published compensation trends, base salaries have increased 3.3%, 3.6%, and 3.7% during this same period.

The average state employee earns \$38,550 annually in pay and receives an additional \$15,525 in benefits, for a total annual compensation of \$54,075. Based on the 2006 survey analysis, Montana state government's total compensation package of wages and benefits lags behind the labor market by an average of 3.9%. The 2006 survey indicates the State of Montana continues to be more competitive for jobs in lower pay levels than for those in higher pay levels. The raises provided for state employees by the 2005 legislature provided a 3.5% and 4.0% increase or a flat amount of \$1,005 or \$1188 whichever was higher. The survey continues to show that employees in the broadband pay plan are paid closer to the survey market than those in the statewide classified pay plan. Considering salary alone, the average state employee is 8.6% behind the labor market (10.65% for those in the statewide classified plan and 5.8% for those in the broadband plan). In the 2004 report, employees were 13.7% behind the market; therefore, progress towards the market was made in the last biennium.



Findings for each of the pay plans are listed below.

Combined Plans (020 & 060)

- Average employee salary for all plans is 91.4% of the average survey salary, up from 88% in 2004.
- Average employee total compensation for all plans is 96% of the survey average.
- Overall the plans are within 95% of survey average salaries and 100% of survey total compensation through the journey level of professional occupations. Senior professional and management occupations average 88% of survey salaries and 92% of survey total compensation estimates.
- Analysis of these plans is based on market rates established for 10,231 employees.

Statewide-Classified Plan (060)

- Average employee salary is 89% of the average survey salary, up 4% from the survey completed in 2004.
- Average employee salaries in grades 5-7 are between 97% and 110% of survey averages while higher grades drop to as low as 78% of survey averages.
- Average employee total compensation is 93.8% of the survey average total compensation.
- Analysis of this plan is based on market rates established for 3,617 employees in the Statewide Plan and 109 in the IT and Engineering Plan.

Broadband Plan (020)

- Average employee salary is 94.2% of the average survey salary, up 1% since the survey conducted in 2004.
- Average employee salaries in pay bands 1-3 are 96% to 100% of survey salaries, and in pay bands 7-8 are 92% of survey salaries.
- Average employee total compensation is 98.9% of the survey average.
- Analysis of the plan is based on market rates established for 6,505 employees in this plan.

There are approximately 12,358 state employees in the executive, judicial and legislative branches of Montana state government, excluding university system employees and legislators. The average state employee is 46 years old, has worked for state government for more than 11 years, and earns \$38,550 annually.¹ Over half of Montana state government's employees hold positions that require a minimum of a college degree or equivalent education and experience. In contrast, only 18.5 percent of all of Montana's jobs (public and private sector) require a bachelor's degree or higher level of education.²

¹ State Employee Profile, Department of Administration, State Personnel Division, Human Resource Standards and Services bureau; January 2006

² Montana Department of Labor and Industry, Workforce Services Division, Research and Analysis Bureau

INTRODUCTION

Purpose

Montana State government's ability to provide quality service is directly affected by the quality of its workforce. The purpose of state government's classified pay plans "is to provide the market-based compensation necessary to attract and retain competent and qualified employees." To this end, state law requires that classified pay plans "be based on an analysis of the labor market as provided by the department (of Administration) in a salary survey," and that a report "be submitted to the office of budget and program planning."³ This report compares salary and benefits data gathered in market surveys to that of employees in the state classified pay plans in fulfillment of these requirements.

Pay Plans Analyzed

The report analyzes three classified pay plans defined in 2-18-301(2) MCA. These are the statewide plan, the engineering & information technology plan, and the broadband plan. These plans cover 90% of the employees in the executive branch. State employees not covered by this report are in the following pay plans; the blue-collar plan, the teacher's plan, exempt employees, employees in the university system, and the legislative and judicial branches. Plans in this report are described in more detail on page 5.

Methodology

As in 2004, this report is based on comprehensive salary survey data combining salary data from a variety of sources into one labor market rate analysis.

The change in how the state conducts market analyses is primarily a result of implementation of the broadband classification and pay plan. The statewide plan requires that a market salary be established for each of the twenty-five grades in the plan. The broadband plan design requires a market rate be established for every job class in the plan. This creates the need for much more comprehensive salary survey data and the need to compile data from various sources into a single market rate. The State Personnel Division publishes market rates by class for the broadband plan in occupational market analyses. State agencies use these market rates to assess and administer market-based pay in the broadband plan. Since this data is much more comprehensive than previously used for compensation planning, broadband plan market rates are used in this assessment of the state's position in the labor market.

The report analyzes each plan listed above on salary and total compensation. Total compensation is defined as salary and common benefits that have specific costs to the employer. Comparison to salary and total compensation is also provided for all three plans combined. Survey and analysis methods are described in Methodology. The Department computes overall market competitiveness using a linear regression statistical analysis. This reduces the effect of one position or one pay band influencing the market comparisons.

³ **2-18-301. Purpose and intent of part -- rules.** (1) The purpose of this part is to provide the market-based compensation necessary to attract and retain competent and qualified employees in order to perform the services that the state is required to provide to its citizens.

(2) It is the intent of the legislature that compensation plans for state employees, excluding those employees excepted under [2-18-103](#) or [2-18-104](#) and excluding employees compensated under [2-18-313](#) and [2-18-315](#), be based on an analysis of the labor market as provided by the department in a salary survey. The salary survey must be submitted to the office of budget and program planning as a part of the information required by [17-7-111](#).

METHODOLOGY

Labor Market Salary Data and Sources

Labor market salary rates used in this report are obtained from occupational market analyses produced by the State Personnel Division. The Division began producing these market analyses in 2002 in support of the market pay component of the broadband plan. These analyses consider a variety of salary survey sources including surveys of surrounding state governments, the Occupational Employment Statistics survey (OES) for Montana, national data from OES, Central States Compensation Association and Watson-Wyatt surveys. All National salary survey data from OES and Watson-Wyatt is adjusted to estimate a comparable Montana salary rate. Central States Compensation Association data from state governments from 25 states is not adjusted. These surveys are described in more detail in Appendix A, Salary Surveys Used in 2006 Market Analyses.

Market salary data is based on market rates for job classes covering 3,876 employees in the Statewide Plan, 109 employees in the IT and Engineering Plan, and 6,505 employees in the broadband plan. Survey data used in 2006 market analyses is slightly aged as the surveys are conducted between November 2004 and August 2005. This represents the best data available from survey sources used as data points.

Labor Market Benefits Data Source

Benefits data used in this report are obtained from the 2004 Instate Benefits Survey conducted by the State Personnel Division. This survey was limited to private organization's paid benefits. These paid benefits surveyed include employer contributions to life, dental, vision, mental health and medical insurance plans; paid sick, annual leave and holiday hours; and employer contributions to retirement plans. Participants were asked to differentiate between the benefits provided for Managers and Non-Managers. Benefits data was surveyed for calendar year 2003. Benefits have not changed significantly over the last two years for most employers, with the exception of higher contribution rates by employees for medical coverage.

The benefits survey and data is further described in Appendix B.

Total Compensation

Total compensation data for the labor market combines salary data from the 2006 market analyses and benefits survey data gathered from Montana employers in the 2004 benefits survey. For the purpose of this report one labor market benefits average was calculated and added to the market salary data to produce the total compensation average for each class. The report then compares this labor market total compensation to the total compensation received by employees of the Montana state government classified plans.

Data Reporting Categories and Methods

Data is reported for each pay plan described in Pay Plans Analyzed. Data is reported by salary and total compensation as described above and by grade level for the Statewide and IT/Engineering plans and pay band for the Broadband plan.

Grade and pay band data are a weighted average of all classes in the grade or pay band. Single data points reported for whole plans are a simple average of all grade or pay band averages in each plan.

Detailed data by job class used to produce summaries in this report are contained in Appendix C through E.

PAY PLANS ANALYZED

Statewide-Classified Plan (060)

The salaries of 3,896 positions (30% of the executive branch, non-university system) are determined by this plan. Of these positions, 109 are positions in the Information Technology and Engineering Pay Plan. Positions covered by this plan are “classified”, assigned to an occupational category and grade level based on the nature of the work (i.e. knowledge, skills and abilities, scope and affect, personal contacts, etc). The grade determines the salary range of the position. Positions are classified and covered under the statewide plan unless statutorily exempt (elected officials and their personal staff) or covered under another statutory plan (the broadband pay plan, the teachers pay plan, the blue-collar plan, etc.) The matrix is codified under 2-18-312, MCA.

Broadband Plan (020)

The salaries of 6,505 (51% of the executive branch, non-university system) are determined by this plan. The Broadband Pay Plan was adopted in 2001 as an alternative to the Statewide Classified Pay Plan subsequent to testing in pilot and demonstration projects from 1997 to 2000. The broadband plan simplifies the classification of positions, increases the emphasis on market-based pay, and promotes competency-based human resource systems including compensation. It also provides flexibility for adoption of other job and employee based pay components such as situational pay and results-based pay. The plan combines grades 4 through 25 in the Statewide Classified Plan into nine broad pay bands. Positions are classified based on the complexity level of the work performed. It is expected, subject to collective bargaining and agency readiness, that all positions in the Statewide Plan will eventually transition to this pay plan.

Note: Since the university system maintains its own employee compensation and payroll systems, no university system employee data is included in this report.

INSTATE BENEFITS SURVEY

METHODOLOGY

Data Collection and Survey Respondents

The survey was conducted during March of 2004. Invitations to participate in the survey were mailed to employers. Random samples from specific industries were chosen for the survey sample. Those choosing to participate were given the choice of answering the survey on-line or by requesting that a customized hard copy survey be mailed to them. On-line responses were automatically loaded into a database; hard copy responses were entered manually. The on-line system produced a report for respondents to be used in comparing their benefits to the survey results.

Employers were asked to provide average employer contribution to life, dental, vision, mental health and medical insurance plans; the annual number of paid sick, annual and holiday hours; and the average employer contribution to retirement plans. Paid benefits in this survey include only those benefits paid to all classified employees. They do not include benefits such as uniform allowances offered to special occupations, classes or bargaining units.

Employers were asked to report average pay increases in the last calendar year, and the reasons for pay increases. In this survey, participants were asked to report benefits for Managers and Non-Managers.

The survey had 310 private sector employer respondents. Job matches to the survey represented 14,401 employees in the Montana labor market.

ANALYSES

Analysis of insurance and retirement program benefits in this report uses a cost or defined contribution approach. This approach considers the direct dollar cost to the employer to provide the benefit (defined contribution) but not the actual value of the benefit to employees. The state's insurance or retirement plan might provide more overall value than other Montana employers' plans even though the state contribution or cost is similar or lower than another employer's. Differing values in medical plans could occur in the amount of deductibles, coverage differences in categories of expenditures and in the availability of HMOs. Differing values in retirement plans could be in age eligibility and in the percentages used to calculate the retirement benefit.

RESULTS

Benefits

For those employers providing information for managers, 88% offered health insurance, 93% offered paid leave (reported either Vacation and Sick or Personal), and 69% offered some form of retirement contribution. For those employers providing information for non-managers, 86%

offered health insurance, 92% offered paid leave (reported either Vacation and Sick **or** Personal), and 69% of the respondents offered some form of retirement.

The following table compares state government benefits to the survey responses. Please note that respondents could only choose Vacation and Sick **or** Personal Leave for the paid time off.

Manager Average Paid Benefits		
Benefit Category	Private	State
Monthly Health Insurance Average	\$307.43	\$334.60
Monthly Life Insurance Average	\$25.22	\$2.80
Monthly Dental Insurance Average	\$37.23	\$28.60
Annual Vacation Hours Average	78	120
Annual Sick Hours Average	61	96
Annual Personal Leave Hours Average	126	0
Annual Holiday Hours Average	56	84
Retirement Average	5.9%	6.9%

Non-Manager Average Paid Benefits		
Benefit Category	Private	State
Monthly Health Insurance Average	\$303.27	\$334.60
Monthly Life Insurance Average	\$19.86	\$2.80
Monthly Dental Insurance Average	\$37.59	\$28.60
Annual Vacation Hours Average	72	120
Annual Sick Hours Average	59	96
Annual Personal Leave Hours Average	119	0
Annual Holiday Hours Average	57	84
Retirement Average	5.9%	6.9%

For more detailed results, please refer to Appendix B.

STATEWIDE CLASSIFIED PLAN (060)

As noted in Pay Plans Analyzed, the Engineering and Information Technology Plan has been combined with the Statewide Plan for this report since it covers relatively few employees.

SALARY COMPARISONS

The average salary for employees in these plans is 89% of the survey average salary. Employee average salaries in grades 5 through 7 are between 97% and 110% of the survey averages. At grades 17 through 21 (primarily managerial job classes) employee average salaries are 78% to 94% of the survey averages. A graph and table on page 9 provides more detail of salary comparisons by grade level for these plans.

TOTAL COMPENSATION COMPARISONS

The average total compensation for employees in these plans is 93.8% of the survey average total compensation. A graph and table on page 10, provide more detail of total compensation comparisons by grade level for these plans.

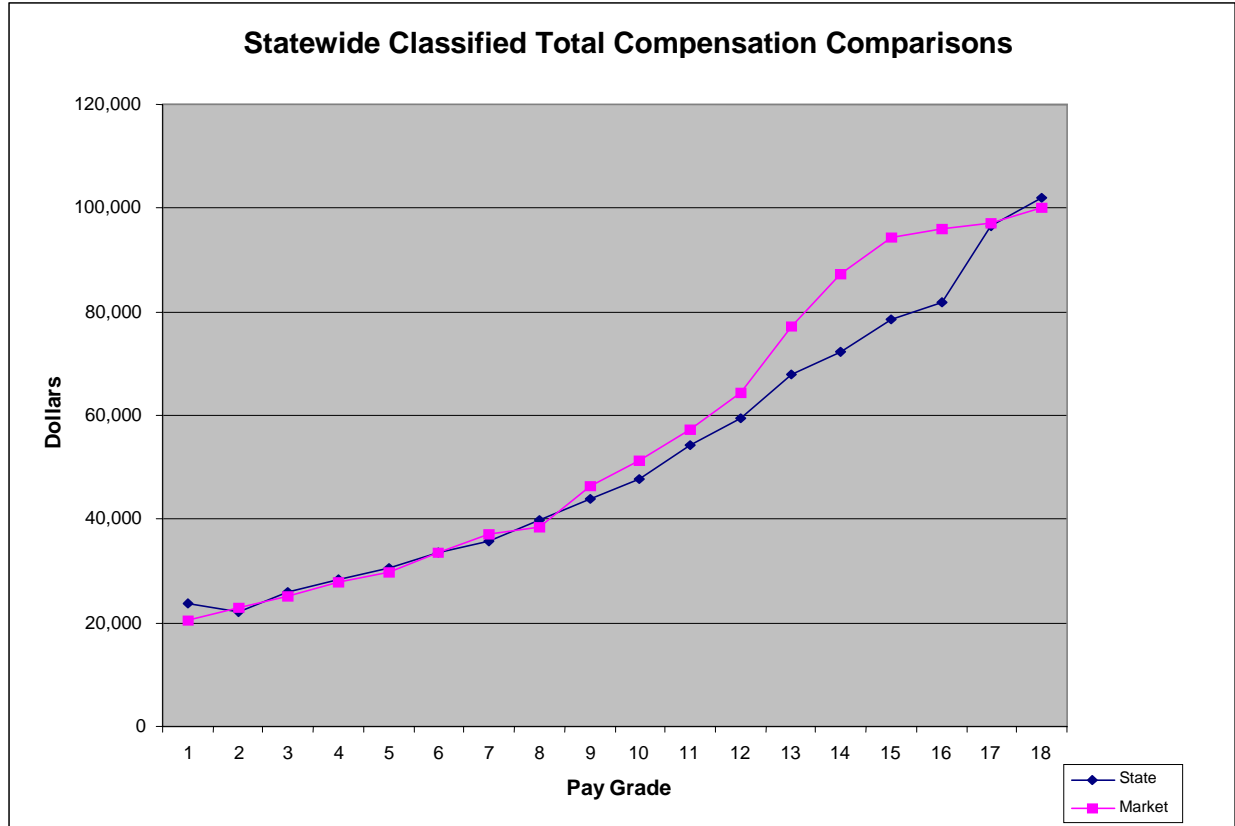
For a comparison of average salaries for all survey job matches for the Statewide Plan, see Appendix C.

STATEWIDE SALARY COMPARISONS



Grade	State Employees	Market	Compa Ratio
05	17,488	15,859	1.103
06	16,153	17,697	0.913
07	19,006	19,465	0.976
08	20,833	21,556	0.966
09	22,519	23,015	0.978
10	24,759	26,022	0.951
11	26,369	28,569	0.923
12	29,386	29,609	0.992
13	32,226	35,747	0.901
14	35,202	39,549	0.890
15	39,856	44,165	0.902
16	43,671	49,683	0.879
17	49,929	59,635	0.837
18	53,221	67,497	0.788
19	57,765	72,857	0.793
20	60,205	74,270	0.811
21	71,002	75,022	0.946
22	75,099	77,282	0.972

TOTAL COMPENSATION COMPARISONS



060 Total Compensation Comparisons			
Grade	State Employees	Market	Compa Ratio
05	23,777	20,525	1.158
06	21,962	22,903	0.959
07	25,840	25,192	1.026
08	28,325	27,898	1.015
09	30,617	29,786	1.028
10	33,662	33,677	1.000
11	35,851	36,974	0.970
12	39,953	38,320	1.043
13	43,814	46,264	0.947
14	47,860	51,184	0.935
15	54,189	57,158	0.948
16	59,375	64,300	0.923
17	67,883	77,179	0.880
18	72,359	87,355	0.828
19	78,537	94,291	0.833
20	81,855	96,120	0.852
21	96,534	97,093	0.994
22	102,105	100,018	1.021

BROADBAND PLAN (020)

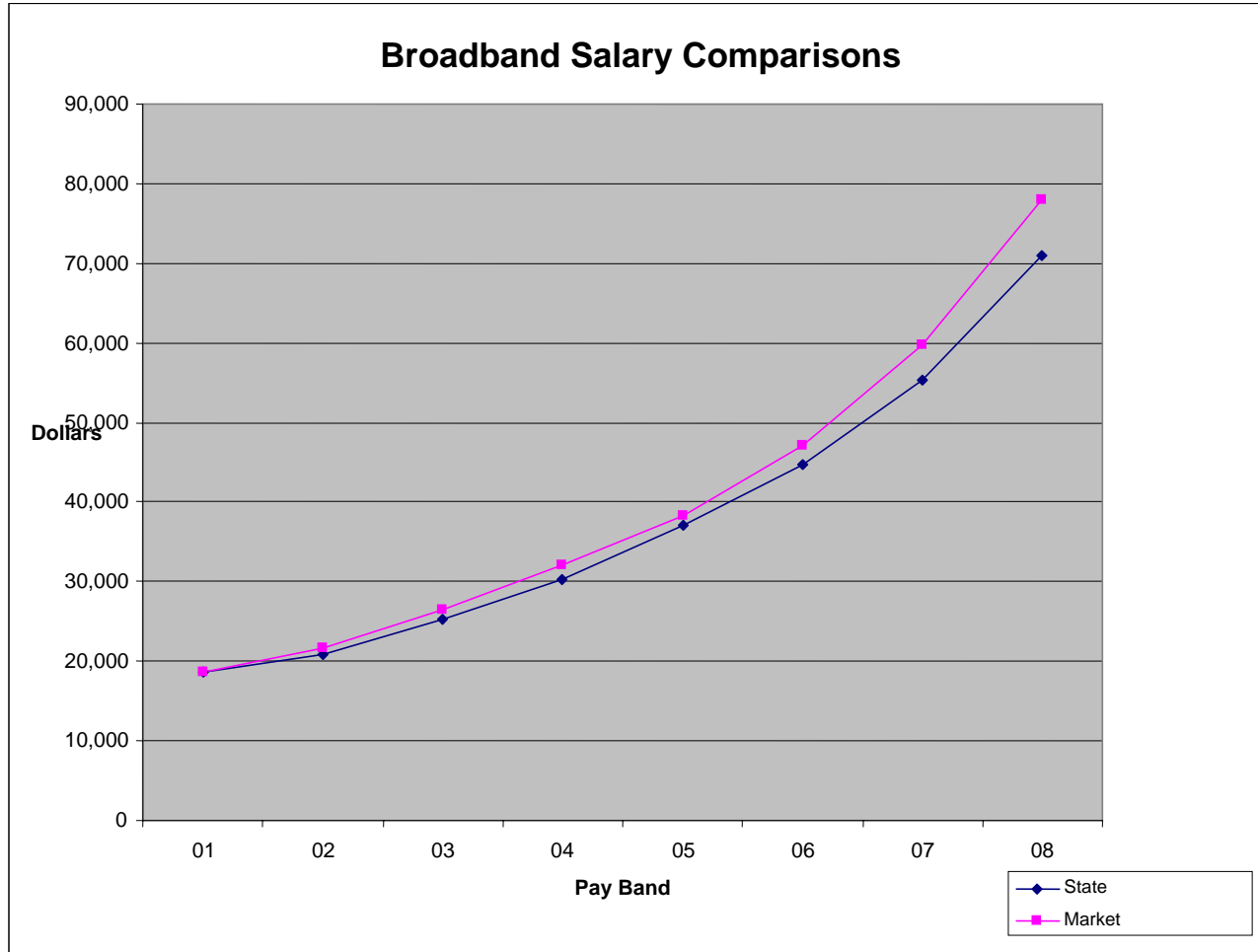
SALARY COMPARISONS

The average salary for employees in this plan is 94.2% of the survey average salary. Employee average salaries in pay bands 1 through 3 are between 96% and 100% of the survey averages. At pay bands 7 and 8 (primarily managerial job classes) employee average salaries are 92% of the survey average. A graph and table on page 12, provide more detail of salary comparisons by pay band for this plan.

TOTAL COMPENSATION COMPARISONS

Average total compensation for employees in this plan is 98.9% of the survey average total compensation. Employee average total compensation averages in bands 1 through 3 are between 100% and 105% of the survey averages. A graph and table on page 13, provide more detail of total compensation comparisons by pay band for this plan.

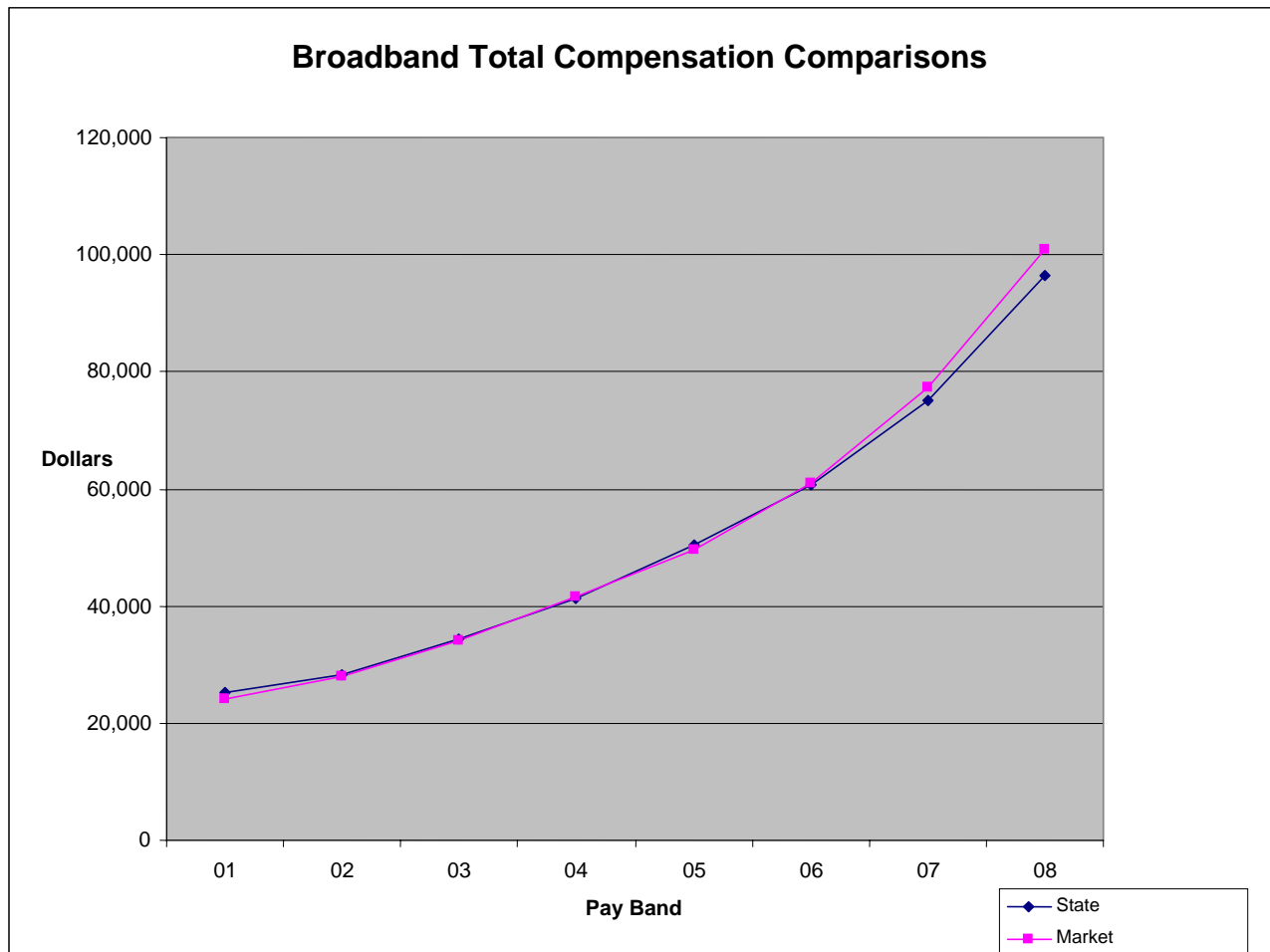
SALARY COMPARISONS



020 Salary Comparisons			
Pay Band	State Employees	Market	Compa Ratio
01	18,642	18,639	1.000
02	20,794	21,661	0.960
03	25,324	26,433	0.958
04	30,326	32,103	0.945
05	37,082	38,364	0.967
06	44,730	47,099	0.950
07	55,319	59,778	0.925
08	71,018	77,898	0.912

For a comparison of average salaries for all survey job matches for the Broadband Plan, see Appendix D.

TOTAL COMPENSATION COMPARISONS



020 Total Compensation Comparisons			
Pay Band	State Employees	Market	Compa Ratio
01	25,346	24,123	1.051
02	28,272	28,034	1.008
03	34,430	34,210	1.006
04	41,232	41,547	0.992
05	50,417	49,651	1.015
06	60,815	60,956	0.998
07	75,212	77,365	0.972
08	96,556	100,816	0.958

COMBINED PLANS

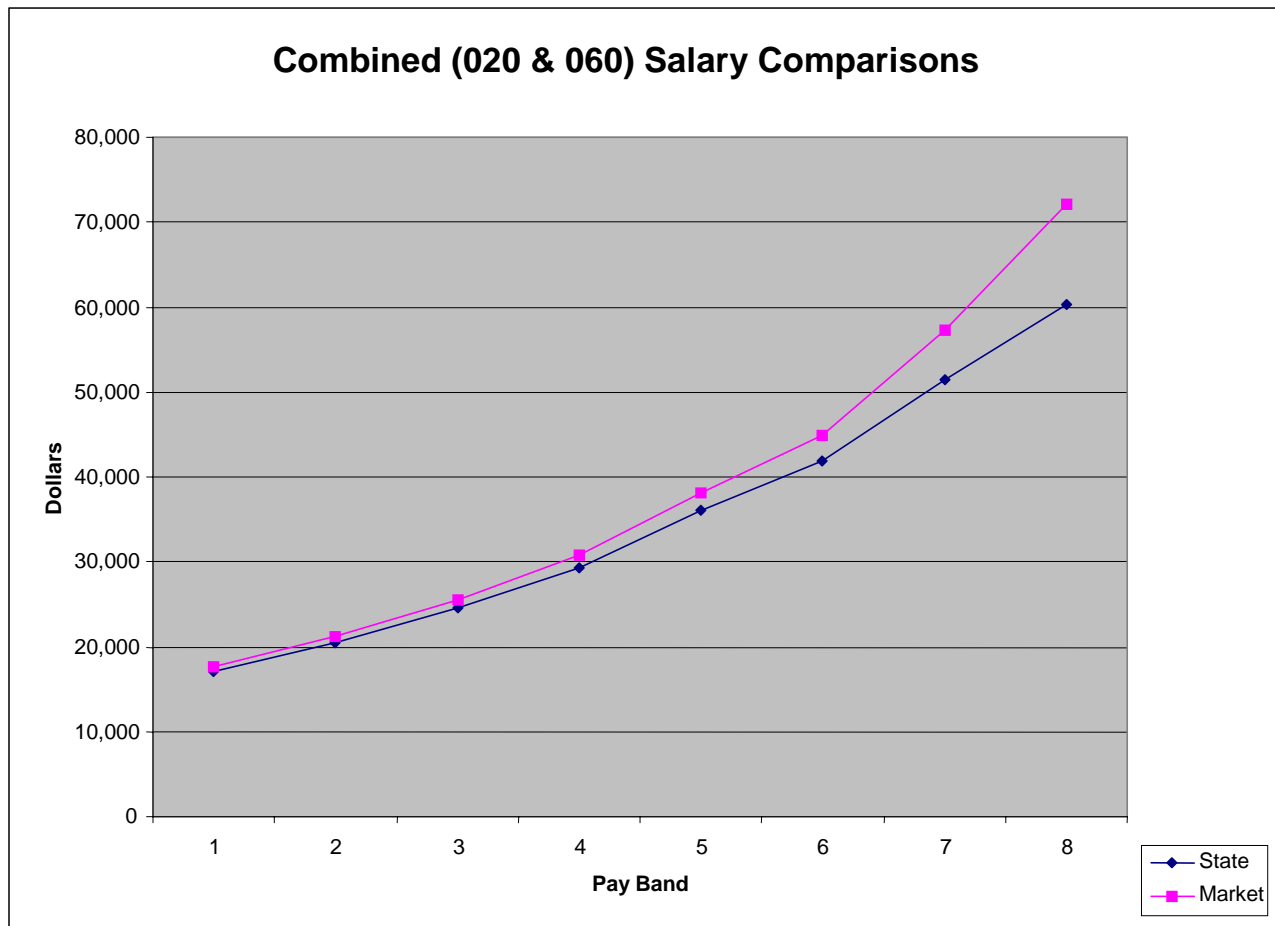
SALARY COMPARISONS

The average salary for all plans is 91.4% of the survey average salary. The combined plans average salaries are generally competitive up through pay band 4 and grade 12 but fall steadily behind starting at pay band 5 and grade 13 to a significant deficit by band 7 and 8 and grades 16-21. A graph and table on page 15 provide more detail of salary comparisons by grade and pay band.

TOTAL COMPENSATION COMPARISONS

The average total compensation for all plans is 96% of the survey average total compensation. The combined plans total compensation is competitive up through pay band 6 and grade 15 but falls behind the market starting at pay band 7 and grade 17. A graph and table on page 16 provide more detail of salary comparisons by grade and pay band.

SALARY COMPARISONS



020 & 060 Salary Comparisons			
Pay Band (Grade)	State Employees	Market	Compa Ratio
01 (05/06)	17,167	17,612	0.975
02 (07/08)	20,513	21,248	0.965
03 (09/10)	24,667	25,623	0.963
04 (11/12)	29,304	30,825	0.951
05 (13)	36,041	38,069	0.947
06 (14/15)	41,806	44,968	0.930
07 (16/17)	51,397	57,209	0.898
08 (18/19)	60,352	72,025	0.838

For a comparison of average salaries for all survey job matches for the Combined Plans, see Appendix F.

TOTAL COMPENSATION COMPARISONS



020 & 060 Total Compensation Comparisons			
Pay Band (Grade)	State Employees	Market	Compa Ratio
01 (05/06)	23,340	22,793	1.024
02 (07/08)	27,890	27,500	1.014
03 (09/10)	33,537	33,161	1.011
04 (11/12)	39,842	39,894	0.999
05 (13)	49,001	49,268	0.995
06 (14/15)	56,840	58,198	0.977
07 (16/17)	69,880	74,040	0.944
08 (18/19)	82,055	93,215	0.880

APPENDIX A: SALARY SURVEYS USED IN 2006 MARKET ANALYSES

2004 OCCUPATIONAL EMPLOYMENT STATISTICS SURVEY (OES)

The **Occupational Employment Statistics (OES)** program conducted by the Bureau of Labor Statistics, U.S. Dept. of Labor, produces employment and wage estimates for over 700 occupations. These estimates are available for the nation, for individual States, for specific industries and for some selected metropolitan areas. OES national and OES Montana data are used in occupational market analyses conducted for the broadband plan.

While the OES data in this report is dated 2004, it is collected in November and December and is consequently effective within six to nine months of data collected from other survey sources dated 2004.

The OES wage survey reports data by mean, median and other percentiles, but does not gather data by levels of work within an occupation. OES U.S. wage medians for most occupations are generally close to median wages reported in Watson Wyatt surveys (see Watson-Wyatt on page 2). The OES wage survey is the largest single source survey database available in terms of responding employers and numbers of employees represented. Most OES data used by Montana state government is available on the OES web site at: <http://stats.bls.gov/oes/home.htm>.

Montana state government salary data has in many cases a significant impact on MT OES reported wages. Since state government's analysis of the Montana market should be of the remainder of the Montana market absent state government, this data is obtained from the Office of Research and Analysis, Montana Department of Labor and industry. The OES rates from this source were used rather than OES data for the whole Montana labor market including state government.

2005 CENTRAL STATES COMPENSATION ASSOCIATION SURVEY FOUR STATE GOVERNMENTS (ID, ND, SD, WY) and TOTAL 25 STATE GOVERNMENTS

Survey data on state governments is obtained from an annual survey conducted by the Central States Compensation Association (CSCA). The CSCA represents 25 state government compensation units that associate to facilitate the exchange of salary and benefits information. In its market analysis of state governments, Montana considers salary and benefits data from the contiguous states of Idaho, North Dakota, South Dakota and Wyoming because of their proximity and comparable demographics. Like Montana, the four surrounding states have primarily rural economies with lower wages in relation to national averages. Salary data from these state governments is typically below national average salaries. In the 2006 market analyses, data from the total CSCA survey of 25 state governments was used as an additional data point.

The CSCA survey benchmarks are predominantly journey level professional positions. State governments do not normally recruit outside their state for lower skill level classes so these occupations are typically not included in this survey. Few middle management jobs are surveyed because of the difficulty in making accurate job matches given the differences in how work is organized from state to state.

The CSCA contiguous state data used for market analyses is calculated using the simple average of the four states.

The CSCA survey is conducted in August of each year and represents data effective after July 1 of the year collected.

2005 WATSON-WYATT SURVEYS

Watson Wyatt Data Services conducts numerous surveys by various occupational groupings and job families. These represent many of the largest proprietary surveys available. For example, the 2005 edition of Professional Personnel Compensation was based on data from 6,141 organizations covering 378,493 employees. While some non-profit organizations participate, larger private sector corporations dominate data in these surveys. For more information about Watson Wyatt Data Services go to <http://www.wwdssurveys.com/>

Watson Wyatt surveys used for 2006 market analyses are as follows:

- Middle Management
- Supervisory Management
- Professional
- Technician and Skilled Trades
- Office Personnel

The surveys listed above are conducted at different times of the year so data is effective for different months. All data used are from surveys conducted in 2005.

Watson Wyatt surveys are conducted yearly but are purchased on odd numbered years to coincide with the state's biennial budget cycle. Because of licensing agreements data cannot be shared in its raw form directly from published data. Excerpts of survey data are available from the State Personnel Division upon request.

APPENDIX B: INSTATE SURVEY RESULTS

PAY INCREASES

Participating employers were asked to report salary increases for 2003 and the basis for those increases. Employers could indicate more than one reason for salary increases. The following table summarizes employer responses.

<u>MANAGERS</u>	Private	State
Salary Increase Average	3%	0%
Raises Based on CoLA	88 Employers	
Raises Based on Market	67 Employers	
Raises Based on Performance	194 Employers	
Raises Based on Steps	20 Employers	
Raises Based on Other	37 Employers	

<u>NON - MANAGERS</u>	Private	State
Salary Increase Average	3%	0%
Raises Based on CoLA	93 Employers	
Raises Based on Market	66 Employers	
Raises Based on Performance	194 Employers	
Raises Based on Steps	21 Employers	
Raises Based on Other	43 Employers	

BENEFITS

Of the respondents for managers, 88% offered health insurance, 93% offered paid leave (reported either Vacation and Sick **or** Personal), and 69% offered some form of retirement. Of those that responded for non-managers, 86% offered health insurance, 92% offered paid leave (reported either Vacation and Sick **or** Personal), and 69% of the respondents offered some form of retirement.

The following tables provide information on state government benefits as compared to survey respondents. Please note that respondents could only choose Vacation and Sick **or** Personal Leave for the paid time off.

Manager Average Paid Benefits		
Benefit Category	Private	State
Monthly Health Insurance Average	\$307.43	\$334.60
Monthly Life Insurance Average	\$25.22	\$2.80
Monthly Dental Insurance Average	\$37.23	\$28.60
Annual Vacation Hours Average	78	120
Annual Sick Hours Average	61	96
Annual Personal Leave Hours Average	126	0
Annual Holiday Hours Average	56	84
Retirement Average	5.9%	6.9%

Non-Manager Average Paid Benefits		
Benefit Category	Private	State
Monthly Health Insurance Average	\$303.27	\$334.60
Monthly Life Insurance Average	\$19.86	\$2.80
Monthly Dental Insurance Average	\$37.59	\$28.60
Annual Vacation Hours Average	72	120
Annual Sick Hours Average	59	96
Annual Personal Leave Hours Average	119	0
Annual Holiday Hours Average	57	84
Retirement Average	5.9%	6.9%

Without application to a specific salary, it is difficult to compare paid benefits between employers. The following table illustrates total benefits (for Managers) as a percentage of salary and as an annual dollar value for using a common salary. An average salary of \$50,000 was used in the table below. Private Industry's benefits as a percent of salary were 21.14% as compared to 25.78% for state government. Since insurance contributions are flat dollar values and not based on a percentage of salary, lower salaries (than \$50,000) would show benefits as a higher percentage and higher salaries would show a lower percentage. The paid time off number for private was figured by averaging Personal leave hours with the sum of Vacation and Sick hours.

**2004 Benefit Comparison for Managers
Montana State Government vs. Private Industry**

	Salary	Paid Time Off*	Holidays	Health Ins.	Life Ins.	Dental Ins.	Retire-ment	Total Benefit	% of Salary	Total Compensation
PRIVATE		133	56	\$307.43	\$25.22	\$37.23	5.90%			
	\$50,000	\$2,238	\$942	\$3,689	\$303	\$447	\$2,950	\$10,569	21.14%	\$60,569
STATE GOVT		216	84	\$334.60	\$2.80	\$28.60	6.90%			
	\$50,000	\$3,635	\$1,413	\$4,015	\$34	\$343	\$3,450	\$12,890	25.78%	\$62,890

*This is after 1 year of service

The following table illustrates total benefits (for Non-Managers) as a percentage of salary and as an annual dollar value for using a common salary. An average salary of \$30,000 was used in the table below. Private

Industry's benefits as a % of salary were 29.42% as compared to 35.96% for state government. Since insurance contributions are flat dollar values and not based on a percentage of salary, lower salaries (than \$30,000) would show benefits as a higher percentage and higher salaries would show a lower percentage. The paid time off number for private was figured by averaging Personal leave hours with the sum of Vacation and Sick hours.

**2004 Benefit Comparison for Non - Managers
Montana State Government vs. Private Industry**

	Salary	Paid Time Off*	Holidays	Health Ins.	Life Ins.	Dental Ins.	Retirement	Total Benefit	% of Salary	Total Compensation
PRIVATE		125	57	\$303.27	\$19.86	\$37.59	5.90%			
	\$30,000	\$1,803	\$822	\$3,639	\$238	\$451	\$1,770	\$8,724	29.08%	\$38,724
STATE GOVT		216	84	\$334.60	\$2.80	\$28.60	6.90%			
	\$30,000	\$3,115	\$1,212	\$4,015	\$34	\$343	\$2,070	\$10,789	35.96%	\$40,789

*This is after 1 year of service

ADDITIONAL BENEFITS

The survey also asked participants about the additional benefits that they offered. The tables below reflect the results.

Managers	Private
Company Vehicle	26%
Flexible Schedules	50%
Stock Options	3%
Employer Paid Daycare	1%
Employee Discounts	35%
Bonuses	58%
Tuition Reimbursement	25%
Casual Dress	51%
Telecommuting	5%
Mentoring Programs	4%
Other	13%

Non - Managers	Private
Company Vehicle	15%
Flexible Schedules	45%
Stock Options	3%
Employer Paid Daycare	1%
Employee Discounts	36%
Bonuses	51%
Tuition Reimbursement	23%
Casual Dress	47%
Telecommuting	4%
Mentoring Programs	4%
Other	13%

Other included: Sick bank payout, Vision Insurance, Educational assistance, Employee Assistance Program, Length of service awards, Short and Long Term Disability Insurance, Profit Sharing, Employee Birthday Gift Certificates, Christmas Party, Annual Employee Summer Picnic, Continuing Education - Related Courses, Flex Benefits (MSA, Dependent Care), Access to physical therapy equipment; Direct deposit; Supplemental life/health insurance, 401K, Cell phones, Corporate Citizenship, Per Diem when out of state working, Bereavement Leave, Gain/Profit Sharing, Incentives, Parking permits, Free Lab Work, Car Allowance, Travel Accident Insurance, Auto Insurance, CPR/First Aid/ Training, Commission.

APPENDIX C: STATEWIDE/ IT AND ENGINEERING PLANS TABLE

STATEWIDE/INFORMATION TECHNOLOGY AND ENGINEERING PLAN (060 & 068) COMPARISONS

Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Comparison	
				State	Market	State	Market
05	35-2021.00	Food Preparation Worker	2	14,635	15,859	19,898	20,525
05	43-9061.00	Administrative Clerk	1	20,341	15,859	27,656	20,525
Grade 5 Weighted Average				16,537	15,859	22,484	20,525
06	21-1093.00	Social Service Aide	6	16,107	17,445	21,899	22,577
06	31-1013.00	Psychiatric Aide	7	16,243	18,189	22,084	23,540
06	33-9092.00	Lifeguard	2	15,503	17,702	21,077	22,910
06	41-2011.00	Cashier	1	15,773	17,702	21,445	22,910
06	51-6011.03	Laundry Worker	1	17,140	17,445	23,303	22,577
Grade 6 Weighted Average				16,133	17,797	21,934	23,033
07	21-1093.00	Social Service Aide	1	19,786	19,031	26,901	24,630
07	31-1012.00	Nursing Aide	1	18,989	19,031	25,817	24,630
07	35-2012.00	Cook	9	18,429	19,031	25,056	24,630
07	35-2021.00	Food Preparation Worker	35	17,051	19,031	23,182	24,630
07	37-2011.00	Custodian	18	18,474	19,031	25,117	24,630
07	43-4071.00	File Clerk	5	21,045	19,655	28,613	25,437
07	43-9061.00	Administrative Clerk	13	19,700	19,031	26,784	24,630
07	51-6011.03	Laundry Worker	5	17,728	19,031	24,103	24,630
07	53-3033.00	Delivery Services Driver	3	19,852	22,315	26,991	28,881
Grade 7 Weighted Average				18,261	19,175	24,827	24,816
08	19-4021.00	Biological Lab Aide	1	24,353	24,382	33,110	31,555
08	31-1012.00	Nursing Aide	120	19,717	20,934	26,807	27,093
08	31-1013.00	Psychiatric Aide	123	20,285	21,827	27,580	28,249
08	35-2012.00	Cook	10	18,923	20,934	25,728	27,093
08	35-2021.00	Food Preparation Worker	16	21,985	20,934	29,891	27,093
08	35-2021.00	Food Preparation Worker	1	23,062	20,934	31,355	27,093
08	37-2011.00	Custodian	28	22,236	20,934	30,233	27,093
08	39-9011.00	Institution Attendant	1	19,846	20,934	26,982	27,093
08	41-2011.00	Cashier	2	17,894	21,242	24,329	27,491
08	43-3021.02	Tax Clerk	9	19,609	20,709	26,661	26,802
08	43-3021.02	Tax Technician	34	19,840	20,709	26,974	26,802
08	43-3031.00	Accounting Clerk	1	22,923	20,709	31,167	26,802
08	43-3031.00	Accounting Technician	16	20,600	20,709	28,008	26,802
08	43-3051.00	Payroll Clerk	1	20,197	21,735	27,460	28,129
08	43-4071.00	File Clerk	2	21,499	21,620	29,230	27,981
08	43-4161.00	Human Resource Assistant	2	17,894	23,399	24,329	30,283
08	43-5071.00	Shipping Receiving Clerk	1	22,925	21,647	31,168	28,016
08	43-5081.03	Supply Clerk	2	23,209	22,284	31,555	28,840
08	43-6014.00	Secretary	1	17,426	22,252	23,692	28,799
08	43-9051.02	Mail Clerk	6	20,313	22,303	27,617	28,865
08	43-9061.00	Administrative Clerk	59	20,664	20,934	28,095	27,093

				Average Salary		Average Total Comparison	
08	45-2011.00	Agriculture Inspector	3	20,083	22,171	27,305	28,694
08	45-2011.00	Livestock Inspector	2	20,297	22,171	27,596	28,694
08	51-6011.03	Laundry Worker	2	24,215	20,934	32,923	27,093
Grade 8 Weighted Average				20,333	21,220	27,644	27,463
09	25-4031.00	Library Technician	2	23,365	22,592	31,767	29,238
09	29-2071.00	Medical Records Technician	3	21,778	22,516	29,610	29,141
09	31-1012.00	Nursing Aide	1	27,138	22,837	36,897	29,556
09	31-9094	Medical Transcriptionist	2	20,241	25,173	27,520	32,579
09	33-9032.00	Security Guard	4	21,776	22,837	29,607	29,556
09	35-2012.00	Cook	6	24,599	22,837	33,445	29,556
09	37-1011.00	HousekeepngCustodial SupMgr	4	22,674	22,516	30,828	29,141
09	39-5012.00	Cosmetologist	1	19,845	22,592	26,981	29,238
09	39-9011.00	Institution Attendant	19	19,712	22,837	26,801	29,556
09	41-2011.00	Cashier	2	19,916	23,174	27,078	29,991
09	43-3011.00	Collections Technician	7	19,884	22,592	27,034	29,238
09	43-3061.00	Purchasing Technician	1	24,634	25,397	33,493	32,869
09	43-4061.02	Eligibility Assistant	1	22,579	22,517	30,699	29,141
09	43-5081.01	Store Assistant	1	25,233	20,258	34,306	26,218
09	43-6011.00	Administrative Assistant	103	21,556	22,787	29,307	29,491
09	45-2011.00	Livestock Inspector	6	21,145	24,186	28,749	31,302
09	49-9042.00	Maintenance Worker	6	23,482	23,967	31,927	31,018
09	51-6011.03	Laundry Worker	1	24,810	22,837	33,731	29,556
09	53-7062.03	Warehouse Worker	3	23,492	22,837	31,940	29,556
Grade 9 Weighted Average				21,585	22,895	29,347	29,631
10	13-2021.01	Tax Appraiser	31	25,916	26,458	35,235	34,242
10	15-1041.00	Computer Support Technician	1	31,160	28,238	42,366	36,545
10	19-4011.01	Agricultural Technician	1	21,691	24,768	29,491	32,055
10	21-1093.00	Social Service Technician	1	20,666	25,121	28,098	32,512
10	29-2056.00	Veterinary Technician	1	21,493	24,768	29,222	32,055
10	29-2061.00	LPN	18	26,654	30,562	36,239	39,553
10	31-1013.00	Psychiatric Aide	145	23,715	26,192	32,242	33,898
10	39-5012.00	Cosmetologist	1	29,555	24,851	40,183	32,162
10	43-1011.02	Administrative Support Sup	1	29,555	28,517	40,183	36,907
10	43-3011.00	Collections Technician	3	24,153	24,851	32,838	32,162
10	43-3021.02	Tax Technician	26	21,430	24,851	29,136	32,162
10	43-3021.02	Tax Technician	40	24,875	24,851	33,821	32,162
10	43-3031.00	Accounting Technician	5	25,562	24,851	34,754	32,162
10	43-3031.00	Auditing Technician	4	22,192	24,851	30,172	32,162
10	43-3051.00	Payroll Technician	4	25,225	26,082	34,296	33,755
10	43-3061.00	Purchasing Technician	2	21,981	27,937	29,885	36,156
10	43-6011.00	Compliance Technician	1	26,650	24,768	36,233	32,055
10	43-9111.00	Statistical Assistant	3	25,502	25,529	34,672	33,040
10	49-9042.00	Maintenance Worker	2	22,444	26,364	30,514	34,120
Grade 10 Weighted Average				24,172	26,128	32,865	33,815

				Average Salary		Average Total Comparison	
11	13-1041.00	Compliance Specialist	5	27,988	27,297	38,052	35,328
11	13-2021.01	Tax Appraiser	18	26,562	28,864	36,114	37,355
11	13-2021.01	Tax Appraiser	60	28,388	28,864	38,597	37,355
11	13-2021.01	Tax Appraiser	4	34,014	28,864	46,246	37,355
11	15-1041.00	Computer Support Technician	1	26,909	30,805	36,586	39,867
11	15-1061.00	Database Technician	1	25,518	30,805	34,695	39,867
11	19-4011.01	Agricultural Technician	1	24,880	27,020	33,826	34,969
11	19-4031.00	Chemical Technician	1	27,236	28,548	37,030	36,947
11	29-2056.00	Veterinary Technician	1	28,850	27,020	39,225	34,969
11	29-2061.00	LPN	30	28,505	33,340	38,756	43,149
11	31-1013.00	Psychiatric Aide	2	29,067	28,573	39,519	36,979
11	39-9011.00	Institution Attendant	1	24,931	27,020	33,896	34,969
11	43-1011.02	Administrative Support Sup	15	25,844	31,109	35,138	40,261
11	43-3011.00	Collections Technician	9	24,074	27,110	32,731	35,086
11	43-3011.00	Collections Specialist	15	26,449	27,110	35,961	35,086
11	43-3031.00	Accounting Technician	12	25,115	27,110	34,147	35,086
11	43-3031.00	Auditing Technician	6	23,963	27,110	32,581	35,086
11	43-3051.00	Payroll Technician	6	28,170	28,453	38,300	36,824
11	43-3061.00	Purchasing Technician	2	26,207	30,476	35,631	39,443
11	43-4031.03	License Permit Technician	9	23,320	27,658	31,706	35,795
11	43-4061.02	Eligibility Assistant	2	24,056	27,020	32,707	34,969
11	43-4161.00	Human Resource Assistant	3	27,966	30,632	38,022	39,644
11	43-6011.00	Administrative Assistant	42	23,769	27,345	32,316	35,389
11	43-6011.00	Compliance Technician	3	25,629	27,020	34,846	34,969
11	43-6014.00	Secretary	18	22,822	29,129	31,028	37,699
11	43-9111.00	Statistical Assistant	2	25,696	27,850	34,936	36,043
11	45-2011.00	Meat Inspector	11	25,276	29,024	34,365	37,562
11	49-9042.00	Maintenance Worker	2	27,114	28,761	36,864	37,222
Grade 11 Weighted Average				26,270	28,901	35,717	37,403
12	13-1023.00	Purchasing Agent	3	29,716	28,540	40,402	36,936
12	13-1041.02	License Examiner Specialist	10	28,389	27,191	38,598	35,190
12	13-1073.00	Training Development Spc	1	30,260	27,318	41,141	35,354
12	13-1079.99	Human Resource Specialist	3	31,384	29,004	42,670	37,537
12	13-1079.99	Human Resource Specialist	3	35,037	29,004	47,637	37,537
12	13-1199.99	Administrative Specialist	11	30,777	30,079	41,844	38,928
12	13-2011.01	Accountant	18	27,094	28,186	36,837	36,478
12	13-2011.01	Accountant	17	28,140	28,186	38,260	36,478
12	13-2011.02	Auditor	1	31,351	29,386	42,625	38,031
12	13-2081.00	Tax Examiner	19	27,802	29,552	37,800	38,246
12	13-2081.00	Tax Examiner	5	33,760	29,552	45,900	38,246
12	13-2081.00	Tax Examiner	1	25,304	29,552	34,403	38,246
12	15-1041.00	Computer Support Specialist	4	28,024	33,885	38,101	43,854
12	15-2041.00	Statistician	1	25,581	32,603	34,780	42,194
12	17-1021.00	Cartographer	6	30,957	27,492	42,090	35,580
12	19-4011.01	Agricultural Technician	1	31,351	29,722	42,625	38,466
12	19-4031.00	Chemical Specialist	1	33,633	31,403	45,727	40,642
12	21-1015.00	Rehabilitation Counselor	24	29,285	27,181	39,816	35,177

				Average Salary		Average Total Comparison	
12	21-1021.00	Child Family Social Worker	1	24,784	27,181	33,696	35,177
12	23-2011.00	Paralegal Legal Assistant	3	27,088	33,678	36,828	43,586
12	27-3031.00	Public Relations Specialist	1	31,351	27,743	42,625	35,904
12	27-3041.00	Editor	1	31,351	27,181	42,625	35,178
12	29-2071.00	Medical Records Technician	2	30,805	29,722	41,882	38,466
12	35-1012.00	Food Service SupMgr	3	30,134	29,722	40,971	38,466
12	41-1011.00	Retail Sales SupMgr	1	30,089	29,722	40,909	38,466
12	43-1011.02	Administrative Support Sup	5	29,461	34,220	40,056	44,288
12	43-4051.00	Customer Service Assistant	7	26,618	29,821	36,190	38,594
12	43-4061.02	Eligibility Specialist	3	24,611	29,722	33,461	38,466
12	43-6011.00	Administrative Assistant	44	26,097	30,079	35,481	38,928
12	49-9042.00	Maintenance Worker	1	31,351	31,637	42,625	40,945
Grade 12 Weighted Average				28,309	29,237	38,489	37,838
13	13-1023.00	Purchasing Agent	2	27,975	34,248	38,034	44,324
13	13-1041.00	Compliance Specialist	4	31,891	36,032	43,358	46,633
13	13-1041.00	Compliance Specialist	6	29,126	36,032	39,599	46,633
13	13-1041.02	License Examiner Specialist	4	31,014	32,629	42,167	42,228
13	13-1041.04	Government Property Inv Inp	5	31,637	34,354	43,013	44,461
13	13-1072.00	Benefits Specialist	2	33,352	34,237	45,346	44,310
13	13-1073.00	Training Development Spc	3	32,966	32,781	44,820	42,425
13	13-1111.00	Management Analyst	1	37,153	36,586	50,514	47,350
13	13-1199.99	Administrative Specialist	14	33,132	36,095	45,047	46,714
13	13-2011.02	Auditor	1	33,980	35,263	46,199	45,637
13	13-2011.02	Auditor	20	35,074	35,263	47,687	45,637
13	13-2011.02	Auditor	7	38,690	35,263	52,603	45,637
13	13-2031.00	Budget Analyst	1	32,529	41,466	44,226	53,665
13	13-2061.00	Financial Examiner	7	31,583	40,673	42,940	52,639
13	13-2061.00	Financial Examiner	2	30,103	40,673	40,928	52,639
13	13-2081.00	Tax Examiner	11	32,654	35,462	44,396	45,895
13	15-1021.00	Computer Programmer	2	31,613	41,830	42,981	54,136
13	15-1041.00	Computer Support Specialist	3	35,752	40,662	48,608	52,625
13	21-1011.00	Substance Abuse Counselor	9	35,318	32,617	48,018	42,213
13	21-1015.00	Rehabilitation Counselor	10	32,502	32,617	44,190	42,213
13	21-1021.00	Child Family Social Worker	19	30,996	32,617	42,142	42,213
13	21-1029.99	Human Services Specialist	9	29,742	34,517	40,437	44,671
13	23-2011.00	Paralegal Legal Assistant	2	30,709	40,414	41,752	52,304
13	23-2011.00	Paralegal Legal Assistant	4	29,083	40,414	39,541	52,304
13	25-4013.00	Museum Exhibit Specialist	1	31,883	32,537	43,348	42,109
13	25-4021.00	Librarian	1	34,103	32,617	46,367	42,213
13	27-3031.00	Public Relations Specialist	2	27,986	33,291	38,050	43,085
13	27-4021.01	Photographer	2	29,833	35,666	40,560	46,159
13	29-1031.00	Dietitian Nutritionist	1	33,074	33,428	44,968	43,263
13	29-1125.00	Recreation Therapist	1	30,346	32,537	41,258	42,109
13	29-2056.00	Veterinary Technologist	1	33,073	35,666	44,967	46,159
13	35-1012.00	Food Service SupMgr	1	29,805	35,666	40,523	46,159
13	37-1011.00	HousekeepngCustodial SupMgr	1	34,103	35,666	46,367	46,159
13	41-1012.00	Retail Sales SupMgr	1	34,103	35,666	46,367	46,159

				Average Salary		Average Total Comparison	
13	43-4061.02	Eligibility Specialist	4	31,019	35,666	42,173	46,159
Grade 13 Weighted Average				32,526	35,228	44,223	45,592
14	13-1023.00	Purchasing Agent	4	36,827	37,361	50,070	48,352
14	13-1041.00	Child Support Compliance Spc	80	34,157	39,307	46,440	50,871
14	13-1041.02	License Examiner Specialist	8	33,879	35,595	46,062	46,068
14	13-1041.02	License Examiner Specialist	1	32,400	35,595	44,051	46,068
14	13-1072.00	Benefits Specialist	2	35,938	37,349	48,861	48,337
14	13-1073.00	Training Development Spc	4	31,694	35,761	43,091	46,282
14	13-1073.00	Training Development Spc	7	38,201	35,761	51,939	46,282
14	13-1079.99	Human Resource Specialist	1	34,625	37,969	47,076	49,140
14	13-1111.00	Management Analyst	2	37,654	39,912	51,195	51,654
14	13-1199.99	Administrative Specialist	17	35,227	39,376	47,894	50,960
14	13-2011.01	Accountant	2	32,021	36,898	43,536	47,754
14	13-2021.01	Tax Appraiser	8	36,087	41,564	49,064	53,792
14	13-2031.00	Budget Analyst	3	37,113	45,235	50,459	58,544
14	13-2081.00	Tax Examiner	3	38,694	38,685	52,609	50,067
14	13-2099.99	Financial Specialist	1	31,749	38,372	43,166	49,661
14	15-1021.00	Computer Programmer	6	36,110	45,633	49,095	59,058
14	15-1041.00	Computer Support Specialist	6	38,539	44,358	52,398	57,408
14	15-1071.00	Network Administrator	1	54,600	42,076	74,234	54,455
14	15-1071.01	Computer Security Specialist	1	38,882	44,065	52,863	57,030
14	15-1081.00	Network Systems Analyst	2	36,982	46,915	50,280	60,717
14	15-1081.00	Network Systems Analyst	3	41,017	46,915	55,767	60,717
14	19-1013.00	Agricultural Science Spc	21	35,891	38,909	48,797	50,356
14	19-1020.01	Biology Research Specialist	1	37,153	39,824	50,514	51,540
14	19-2031.00	Chemist	3	29,928	41,407	40,691	53,589
14	19-3093.00	Historical Specialist	2	34,801	35,582	47,315	46,050
14	21-1012.00	Academic Counselor	3	27,877	36,532	37,902	47,279
14	21-1015.00	Rehabilitation Counselor	32	31,978	35,582	43,477	46,050
14	21-1021.00	Child Family Social Worker	54	34,779	35,582	47,286	46,050
14	21-1029.99	Human Services Specialist	5	35,176	37,655	47,825	48,733
14	21-1029.99	Human Services Specialist	67	36,381	37,655	49,464	48,733
14	21-1091.00	Health Education Specialist	2	29,928	35,582	40,691	46,050
14	25-4011.00	Archivist	5	35,458	35,582	48,208	46,050
14	25-4013.00	Museum Exhibit Specialist	3	33,821	35,495	45,983	45,937
14	25-4021.00	Librarian	1	33,280	35,582	45,247	46,050
14	25-9031.00	Instructional Coordinator	1	33,906	41,611	46,099	53,853
14	27-3031.00	Public Relations Specialist	1	30,439	36,317	41,385	47,002
14	29-1111.00	Registered Nurse	10	37,615	48,109	51,141	62,263
14	29-1122.00	Occupational Therapist	2	39,531	45,306	53,746	58,635
14	29-1125.00	Recreation Therapist	6	33,751	35,495	45,888	45,937
14	29-2056.00	Veterinary Technologist	6	31,768	38,909	43,192	50,356
14	29-9011.00	Occupational Health Safety Spc	6	35,995	41,782	48,939	54,074
14	33-3021.03	Livestock Crime Investigator	22	32,922	44,017	44,761	56,967
14	35-1012.00	Food Service SupMgr	1	30,779	38,908	41,847	50,355
14	45-1011.00	Livestock Inspector Sup	2	36,282	42,575	49,329	55,100
14	49-1011.00	Mechanic Maintenance SupMgr	1	32,244	40,998	43,839	53,060

				Average Salary		Average Total Comparison	
Grade 14 Weighted Average				34,887	38,738	47,432	50,134
15	13-1031.01	Insurance Claims Examiner	1	41,479	44,463	56,395	57,544
15	13-1041.00	Compliance Specialist	5	36,941	43,238	50,225	55,959
15	13-1041.00	Child Support Compliance Spc	11	38,616	43,238	52,503	55,959
15	13-1079.99	Human Resource Specialist	2	39,530	41,766	53,745	54,054
15	13-1111.00	Management Analyst	1	42,780	43,903	58,163	56,819
15	13-1111.00	Management Analyst	4	41,176	43,903	55,982	56,819
15	13-1199.99	Administrative Specialist	52	37,908	43,314	51,540	56,057
15	13-1199.99	Business Development Spc	5	40,748	45,240	55,401	58,550
15	13-1199.99	Business Operations Sup	8	46,661	45,240	63,440	58,550
15	13-1199.99	Business Operations Sup	17	42,261	45,240	57,459	58,550
15	13-2011.01	Accountant	5	40,730	40,588	55,376	52,529
15	13-2011.01	Accountant	15	40,337	40,588	54,843	52,529
15	13-2031.00	Budget Analyst	3	37,386	49,759	50,830	64,398
15	13-2061.00	Financial Examiner	1	44,597	43,366	60,635	56,124
15	13-2061.00	Financial Examiner	1	42,730	43,366	58,096	56,124
15	13-2099.99	Financial Specialist	2	40,458	42,209	55,007	54,627
15	15-1021.00	Computer Programmer	6	41,911	50,196	56,983	64,964
15	15-1041.00	Computer Support Specialist	8	38,585	48,794	52,460	63,149
15	15-1051.00	Computer Systems Analyst	4	46,496	56,538	63,216	73,171
15	15-1071.00	Network Administrator	3	33,429	46,284	45,450	59,901
15	15-1081.00	Network Systems Analyst	3	41,658	51,606	56,639	66,788
15	17-1011.00	Architect	1	33,102	52,751	45,006	68,270
15	19-1013.00	Agricultural Science Spc	5	39,953	42,800	54,320	55,391
15	19-2031.00	Chemist	2	34,325	45,548	46,669	58,948
15	19-3031.02	Clinical Psychologist	1	38,600	49,445	52,480	63,992
15	19-3093.00	Historical Specialist	5	37,938	39,140	51,581	50,655
15	21-1019.99	Counseling Supervisor	1	45,136	42,413	61,367	54,891
15	21-1014.00	Mental Health Counselor	4	41,096	35,582	55,875	46,050
15	21-1015.00	Rehabilitation Counselor	3	38,426	39,140	52,244	50,655
15	21-1021.00	Child Family Social Worker	5	39,637	39,140	53,891	50,655
15	21-1091.00	Health Education Specialist	19	34,219	39,140	46,524	50,655
15	25-4011.00	Archivist	2	40,154	39,140	54,594	50,655
15	25-4021.00	Librarian	1	39,125	39,140	53,194	50,655
15	27-3031.00	Public Relations Specialist	4	39,647	39,949	53,904	51,702
15	29-1031.00	Dietitian Nutritionist	2	43,555	40,114	59,218	51,916
15	29-1111.00	Registered Nurse	56	40,699	52,920	55,334	68,489
15	29-1125.00	Recreation Therapist	1	39,801	39,044	54,113	50,531
15	29-2056.00	Veterinary Technologist	3	38,541	42,800	52,400	55,392
15	29-9011.00	Occupationl Health Safety Spc	6	39,312	45,960	53,448	59,481
15	29-9011.00	Health Sanitarian	5	37,810	38,264	51,406	49,521
15	33-3021.03	Crime Investigator	6	37,964	48,419	51,616	62,664
15	33-3021.03	Livestock Crime Investigator	1	43,557	48,419	59,220	62,664
15	49-1011.00	Mechanic Maintenance SupMgr	1	39,678	45,098	53,947	58,366
15	53-2012.00	Aircraft Pilot	1	34,983	46,049	47,563	59,597
Grade 15 Weighted Average				39,515	45,282	53,724	58,604

				Average Salary		Average Total Comparison	
16	11-1099.00	Program Manager	2	39,934	56,214	54,295	72,752
16	11-1099.00	Regulatory Program Manger	3	43,722	56,214	59,444	72,752
16	11-9051.00	Food Service Manager	2	41,673	47,518	56,659	61,498
16	11-9111.00	Nursing Services Manager	1	46,267	59,896	62,904	77,518
16	11-9151.00	Social Community Svc Mgr	5	40,166	56,253	54,609	72,802
16	13-1061.00	Emergency Management Spc	2	46,319	42,698	62,975	55,260
16	13-1073.00	Training Development Spc	1	43,033	42,913	58,508	55,538
16	13-1199.99	Administrative Specialist	20	40,565	47,251	55,152	61,152
16	13-2011.02	Auditor	10	40,917	46,162	55,631	59,743
16	13-2031.00	Budget Analyst	3	41,153	54,283	55,952	70,253
16	13-2099.99	Financial Specialist	10	39,706	46,046	53,984	59,593
16	13-2099.99	Financial Operations Sup	2	46,043	46,046	62,600	59,593
16	15-1021.00	Computer Programmer	4	48,515	54,759	65,961	70,869
16	15-1041.00	Computer Support Specialist	9	47,390	53,230	64,432	68,890
16	15-1051.00	Computer Systems Analyst	13	47,239	61,678	64,226	79,824
16	15-1061.00	Database Analyst	1	49,514	59,957	67,320	77,597
16	19-1013.00	Agricultural Science Spc	7	42,013	46,691	57,121	60,427
16	19-1041.00	Epidemiologist	3	43,861	43,089	59,634	55,766
16	19-2031.00	Chemist	2	43,302	49,689	58,873	64,308
16	19-3031.02	Clinical Psychologist	2	41,055	53,940	55,818	69,809
16	19-3093.00	Historical Specialist	1	41,517	42,698	56,447	55,260
16	21-1019.99	Counseling Supervisor	2	46,311	46,268	62,964	59,880
16	21-1021.00	Child Family Social Worker	8	41,515	42,698	56,444	55,260
16	21-1029.99	Human Services Specialist	20	41,644	45,185	56,619	58,479
16	21-1091.00	Health Education Specialist	11	41,391	42,698	56,276	55,260
16	27-3031.00	Public Relations Specialist	1	51,321	43,581	69,776	56,402
16	29-1111.00	Registered Nurse	5	44,314	57,731	60,250	74,715
16	29-1127.00	Speech Pathologist	1	44,283	49,396	60,207	63,929
16	29-2056.00	Veterinary Technologist	1	41,001	46,691	55,745	60,427
16	29-9011.00	Occupationl Health Safety Spc	1	49,336	50,138	67,077	64,889
16	29-9011.00	Health Sanitarian	1	39,759	45,916	54,056	59,425
16	33-3021.03	Livestock Crime Investigator	1	44,507	52,821	60,511	68,361
16	49-1011.00	Mechanic Maintenance SupMgr	2	41,854	49,198	56,904	63,672
Grade 16 Weighted Average				42,794	49,151	58,183	63,611
17	11-1099.00	Program Manager	6	51,373	61,835	69,847	80,027
17	11-1099.00	Regulatory Program Manger	4	47,557	61,835	64,658	80,027
17	11-3011.00	Administrative Services Mgr	4	48,390	67,426	65,790	87,263
17	11-3021.00	Computer Information Sys Mgr	4	54,989	69,263	74,764	89,640
17	11-3031.02	Financial Manager	4	48,342	64,631	65,726	83,645
17	11-3040.00	Human Resource Manager	3	49,823	66,665	67,739	86,278
17	11-9041.00	Engineering Manager	1	42,832	69,263	58,235	89,640
17	11-9111.00	Medical Health Services Mgr	13	49,254	65,886	66,966	85,270
17	11-9111.00	Nursing Services Manager	1	50,118	65,886	68,141	85,270
17	11-9121.00	Agricultural Program Mgr	1	47,398	59,668	64,442	77,222
17	11-9151.00	Social Community Svc Mgr	31	48,124	61,878	65,429	80,083
17	13-1061.00	Emergency Management Spc	1	52,000	46,968	70,699	60,786

				Average Salary		Average Total Comparison	
17	13-1111.00	Management Analyst	6	50,325	52,684	68,421	68,184
17	13-1199.99	Administrative Specialist	4	54,730	51,977	74,411	67,269
17	13-2011.01	Accountant	1	47,923	48,706	65,156	63,035
17	13-2031.00	Budget Analyst	1	56,565	59,711	76,905	77,278
17	13-2099.99	Financial Specialist	1	48,688	50,651	66,197	65,553
17	13-2099.99	Financial Operations Sup	6	52,118	50,651	70,860	65,553
17	15-1051.00	Computer Systems Analyst	1	41,766	67,846	56,786	87,806
17	19-1041.00	Epidemiologist	1	52,528	47,398	71,418	61,342
17	19-1099.99	Forensic Scientist	18	48,618	62,744	66,101	81,203
17	19-3031.02	Clinical Psychologist	7	55,353	59,334	75,258	76,790
17	23-1021.00	Hearings Officer	4	46,975	54,825	63,867	70,955
17	29-1111.00	Registered Nurse	10	52,500	63,504	71,379	82,187
Grade 17 Weighted Average				49,894	61,214	67,835	79,223
18	11-1021.00	Operations Manager	3	49,601	68,202	67,438	88,267
18	11-1099.00	Program Manager	13	57,812	67,456	78,601	87,302
18	11-3021.00	Computer Information Sys Mgr	2	60,424	75,560	82,152	97,790
18	11-3031.02	Financial Manager	7	53,724	70,506	73,044	91,249
18	11-9039.99	Education Program Adm	1	62,093	68,892	84,422	89,160
18	11-9111.00	Medical Health Services Mgr	3	52,184	71,875	70,950	93,021
18	11-9111.00	Nursing Services Manager	1	51,151	71,875	69,544	93,021
18	11-9121.00	Agricultural Program Mgr	2	52,939	65,092	71,976	84,243
18	11-9151.00	Social Community Svc Mgr	9	51,923	67,504	70,595	87,363
18	13-1199.99	Business Development Spc	1	51,990	59,223	70,686	76,647
18	19-1041.00	Epidemiologist	1	51,345	51,707	69,809	66,920
18	19-1099.99	Forensic Scientist	3	54,975	68,448	74,745	88,585
18	23-1011.00	Lawyer	2	52,528	71,005	71,418	91,895
18	23-1011.00	Lawyer	9	47,753	71,005	64,925	91,895
18	23-1021.00	Administrative Law Judge	2	47,871	64,101	65,086	82,959
Grade 18 Weighted Average				53,205	68,574	72,338	88,748
19	11-1021.00	Operations Manager	15	58,855	75,022	80,020	97,093
19	11-9121.00	Agricultural Program Mgr	1	54,272	71,602	73,788	92,667
19	23-1011.00	Lawyer	1	59,525	78,106	80,931	101,085
19	29-1131.00	Veterinarian	2	58,408	66,698	79,411	86,321
Grade 19 Weighted Average				58,602	74,128	79,676	95,937
20	11-1021.00	Operations Manager	2	62,947	81,842	85,583	105,920
20	29-1131.00	Veterinarian	1	57,463	66,698	78,127	86,321
Grade 20 Weighted Average				61,119	78,794	83,097	101,975
21	11-1021.00	Operations Manager	4	71,002	75,022	96,534	97,093
21	11-1021.00	Operations Manager	1	73,690	75,022	100,189	97,093
21	29-1131.00	Veterinarian	2	68,546	75,022	93,195	97,093
Grade 21 Weighted Average				70,684	75,022	96,102	97,093
22	11-1021.00	Operations Manager	4	79,381	75,022	107,927	97,093

				Average Salary		Average Total Comparison	
22	15-2011.00	Actuary	2	70,818	79,542	96,284	102,943
Grade 22 Weighted Average				76,527	76,529	104,046	99,044

APPENDIX D: BROADBAND PLAN TABLE

BROADBAND PLAN (020) COMPARISONS

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
01	43-4071.00	File Clerk	1	17,909	18,017	24,349	23,318
01	43-9061.00	Administrative Clerk	2	18,013	17,445	24,490	22,577
01	53-3033.00	Delivery Services Driver	1	20,006	20,456	27,200	26,474
Pay Band 1 Weighted Average				18,485	18,341	25,132	23,737
02	17-3022.00	Civil Engineering Technician	8	22,103	22,940	31,189	29,689
02	19-4093.00	Conservation Aide	16	20,644	21,456	29,172	27,768
02	31-9095.00	Pharmacy Aide	1	17,113	20,934	28,462	27,093
02	37-2011.00	Custodian	2	18,362	20,934	28,462	27,093
02	37-3011.00	Groundskeeper	16	18,552	20,934	28,462	27,093
02	43-3031.00	Accounting Clerk	10	21,428	20,709	28,156	26,802
02	43-4031.03	License Permit Clerk	32	20,771	21,128	28,726	27,344
02	43-4071.00	File Clerk	3	21,660	21,620	29,395	27,981
02	43-4161.00	Human Resource Assistant	4	22,440	23,399	31,813	30,283
02	43-4171.00	Receptionist	12	19,775	20,934	28,462	27,093
02	43-5081.03	Supply Clerk	1	26,650	22,284	30,297	28,840
02	43-6011.00	Administrative Assistant	222	23,723	25,066	34,080	32,440
02	43-6014.00	Secretary	17	21,038	22,252	30,254	28,799
02	43-9022.00	Word Processor	1	21,050	20,709	28,156	26,802
02	43-9021.00	Data Processor Clerk	5	19,260	20,934	28,462	27,093
02	43-9051.02	Mail Clerk	14	19,543	22,303	30,323	28,865
02	43-9061.00	Administrative Clerk	53	21,406	20,934	28,462	27,093
02	43-9071.01	Duplicating Machine Operator	2	20,919	20,947	28,480	27,110
02	43-9071.01	Microfilm Print Clerk	2	18,879	21,864	29,726	28,296
02	49-9042.00	Maintenance Worker	5	21,711	21,970	29,870	28,434
02	51-9061.01	Materials Inspection Aide	3	19,652	20,640	28,062	26,712
Pay Band 2 Weighted Average				22,309	23,280	30,332	30,129
03	13-1199.99	Right Of Way Technician	3	25,297	28,350	34,393	36,691
03	17-3011.02	Drafter	1	26,259	27,573	35,702	35,685
03	17-3011.02	Design Technician	1	26,928	26,160	36,611	33,856
03	17-3022.00	Civil Engineering Technician	62	25,979	27,528	35,321	35,627
03	19-4021.00	Biological Lab Technician	1	22,400	29,258	30,454	37,866
03	19-4093.00	Conservation Technician	4	24,769	25,747	33,676	33,322
03	19-4093.00	Forestry Technician	1	24,794	25,747	33,709	33,322
03	21-1092.00	Drill Instructor	27	21,904	24,010	29,781	31,074
03	25-4013.00	Museum Exhibit Technician	1	22,404	22,595	30,461	29,242
03	25-4031.00	Library Technician	7	24,957	24,851	33,932	32,162
03	25-9041.00	Teacher Aide	2	25,341	25,121	34,454	32,512
03	29-2012.00	Clinical Lab Technician	2	23,369	24,768	31,773	32,055
03	29-2061.00	LPN	12	29,830	30,562	40,557	39,553
03	31-1012.00	Nursing Aide	6	22,413	25,121	30,473	32,512
03	31-9091.00	Dental Assistant	3	25,845	28,591	35,138	37,002
03	33-2011.01	Firefighter	9	28,211	28,368	38,355	36,714

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
03	33-3012.00	Correctional Officer	396	26,454	27,960	35,967	36,186
03	33-9092.00	Water Safety Officer	1	42,037	25,491	57,153	32,990
03	35-1012.00	Food Service SupMgr	1	26,154	29,722	35,559	38,466
03	37-1011.00	HousekeepngCustodial SupMgr	1	20,800	24,768	28,280	32,055
03	37-3011.00	Groundskeeper	3	26,696	25,121	36,295	32,512
03	43-1011.02	Administrative Support Sup	6	25,345	28,517	34,459	36,907
03	43-3011.00	Collections Technician	5	24,700	24,851	33,582	32,162
03	43-3031.00	Accounting Technician	52	26,358	24,851	35,836	32,162
03	43-3031.00	Auditing Technician	3	28,228	24,851	38,379	32,162
03	43-3051.00	Payroll Technician	21	25,743	26,082	35,000	33,755
03	43-3061.00	Purchasing Technician	12	23,236	27,937	31,592	36,156
03	43-4031.03	License Permit Technician	57	25,092	25,353	34,115	32,812
03	43-4051.00	Customer Service Assistant	2	24,173	24,851	32,866	32,162
03	43-4061.01	UI Claims Examiner	2	27,412	27,287	37,270	35,315
03	43-4061.02	Eligibility Assistant	50	23,015	28,095	31,291	36,361
03	43-4071.00	Fingerprint & Evidence Tech	5	27,379	31,065	37,224	40,204
03	43-4161.00	Human Resource Assistant	10	24,683	28,079	33,559	36,340
03	43-4161.00	Benefits Technician	3	26,600	28,298	36,166	36,623
03	43-5031.00	Police Fire Dispatcher	27	26,488	30,139	36,013	39,006
03	43-6011.00	Administrative Assistant	94	28,562	30,079	38,833	38,928
03	43-6011.00	Records Management Ast	5	23,301	24,768	31,679	32,055
03	43-6011.00	Compliance Technician	11	24,521	24,768	33,338	32,055
03	43-6012.00	Legal Secretary	34	24,637	25,715	33,496	33,280
03	43-6013.00	Medical Secretary	3	26,266	27,690	35,712	35,836
03	43-6014.00	Secretary	76	23,655	26,702	32,161	34,558
03	43-9011.00	Computer Operator	1	23,709	24,957	32,235	32,299
03	43-9022.00	Word Processor	1	26,648	24,851	36,231	32,162
03	43-9021.00	Data Processor Technician	6	25,180	25,121	34,235	32,512
03	43-9051.02	Mail Clerk	4	22,080	26,764	30,021	34,638
03	43-9071.01	Duplicating Machine Operator	3	24,325	25,136	33,072	32,531
03	43-9081	Proofreader	1	21,599	25,373	29,366	32,838
03	43-9111.00	Statistical Assistant	2	24,885	25,529	33,834	33,040
03	45-2011.00	Livestock Inspector	7	20,004	26,605	27,197	34,432
03	49-9021.01	HVAC Maintenance Worker	1	32,441	27,644	44,106	35,777
03	49-9042.00	Maintenance Worker	8	26,399	26,364	35,892	34,120
03	51-1011.00	Laundry SupMgr	4	26,839	25,121	36,490	32,512
03	51-3092.00	Food Processor Technician	14	23,023	24,851	31,302	32,162
03	51-5023.01	Microfilm Print Technician	4	22,629	26,237	30,766	33,956
03	51-5023.02	Lithographic Press Operator	5	24,383	24,851	33,151	32,162
03	51-9061.01	Materials Inspection Aide	1	23,063	24,768	31,357	32,055
03	53-7062.03	Warehouse Worker	10	24,002	25,121	32,633	32,512
Pay Pand 3 Weighted Average				25,742	27,346	34,999	35,391
04	13-1199.99	Right Of Way Technician	4	30,265	34,020	41,149	44,029
04	15-1041.00	Computer Support Technician	26	28,219	33,885	38,367	43,854
04	15-1099.99	Data Control Tech	5	28,745	35,870	39,082	46,423
04	17-1022.00	Surveyor	4	32,939	31,000	44,784	40,120

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
04	17-3011.02	Design Technician	12	31,010	31,393	42,161	40,629
04	17-3022.00	Civil Engineering Technician	55	32,422	33,033	44,082	42,751
04	17-3029.99	Utility Engineering Tch	1	31,104	34,688	42,289	44,893
04	17-3023.02	Instrument Calibration Tch	1	37,192	38,701	50,567	50,087
04	19-1023.00	Fish Wildlife Biologist	1	35,520	43,070	48,293	55,741
04	19-1032.00	Forester	2	36,567	35,353	49,716	45,754
04	19-1031.03	Park Naturalist	3	27,114	32,837	36,864	42,498
04	19-4021.00	Biological Lab Technician	1	30,624	35,110	41,636	45,439
04	19-4061.01	Planning Technician	4	31,095	31,500	42,277	40,767
04	19-4092.00	Forensic Technician	3	29,058	37,278	39,507	48,245
04	19-4093.00	Conservation Technician	30	26,775	30,896	36,403	39,986
04	19-4093.00	Forestry Technician	3	30,706	30,896	41,748	39,986
04	19-4099.99	Science Technician	1	33,627	36,595	45,719	47,361
04	21-1029.99	Social Service Technician	2	25,351	29,722	34,467	38,466
04	21-1092.01	Correctional Treatment Tch	3	26,706	28,813	36,309	37,290
04	21-1092.00	Drill Instructor	12	28,355	28,813	38,551	37,290
04	21-1099.99	Veterans Services Tch	12	30,831	30,768	41,918	39,820
04	23-2011.00	Paralegal Legal Assistant	22	28,385	33,678	38,592	43,586
04	23-2093.00	Water Rights Technician	2	30,872	34,368	41,974	44,479
04	25-4013.00	Museum Exhibit Technician	1	23,677	27,114	32,191	35,091
04	25-4031.00	Library Technician	1	29,056	29,821	39,505	38,594
04	27-1024.00	Graphic Designer	2	26,814	27,114	36,457	35,091
04	27-3041.00	Editor	1	27,009	27,181	36,722	35,178
04	29-2061.00	LPN	7	31,250	36,674	42,488	47,463
04	31-9092.00	Medical Assistant	1	28,386	29,821	38,594	38,594
04	33-2011.01	Firefighter	12	35,930	34,041	48,851	44,056
04	33-3012.00	Correctional Officer	92	31,104	33,552	42,289	43,423
04	33-3031.00	Fish Wildlife Parks Warden Trn	4	24,752	32,902	33,653	42,582
04	35-1012.00	Food Service SupMgr	14	28,508	29,722	38,760	38,466
04	37-1012.00	Groundskeeping SupMgr	1	35,126	31,115	47,757	40,269
04	39-9032.00	Recreational Technician	7	29,629	29,722	40,284	38,466
04	39-9032.00	Parks Ranger	4	28,749	32,837	39,087	42,498
04	41-9041.00	Telemarketing Technician	1	29,085	30,658	39,544	39,678
04	43-1011.02	Administrative Support Sup	37	31,790	34,220	43,222	44,288
04	43-3011.00	Collections Technician	9	26,828	29,821	36,475	38,594
04	43-3021.02	Tax Technician	3	31,128	29,821	42,322	38,594
04	43-3031.00	Accounting Technician	43	27,407	29,821	37,263	38,594
04	43-3031.00	Auditing Technician	2	29,025	29,821	39,462	38,594
04	43-3051.00	Payroll Technician	7	29,077	31,298	39,534	40,506
04	43-3061.00	Purchasing Technician	6	28,953	33,524	39,364	43,387
04	43-4031.03	License Permit Technician	55	28,121	30,424	38,233	39,375
04	43-4061.01	UI Claims Examiner	34	30,915	32,744	42,032	42,377
04	43-4161.00	Human Resource Assistant	9	29,369	33,695	39,930	43,608
04	43-4161.00	Benefits Technician	9	29,037	33,958	39,479	43,948
04	43-5031.00	Police Fire Dispatcher	3	31,200	34,660	42,420	44,857
04	43-6011.00	Records Management Ast	1	27,568	29,722	37,482	38,466
04	43-6011.00	Compliance Technician	15	30,653	29,722	41,676	38,466

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
04	43-6012.00	Legal Secretary	7	29,959	30,858	40,732	39,936
04	43-9011.00	Computer Operator	10	28,434	29,948	38,659	38,759
04	43-9041.01	Insurance Claims Technician	1	33,881	29,821	46,064	38,594
04	43-9111.00	Statistical Assistant	4	27,162	30,635	36,929	39,648
04	45-1011.00	Livestock Inspector Sup	13	26,726	30,600	36,337	39,603
04	45-1011.02	Ranch Supervisor	5	27,119	30,600	36,871	39,603
04	47-2031.01	Carpenter	2	31,547	31,546	42,891	40,827
04	47-2073.01	Heavy Equipment Operator	1	26,564	32,395	36,116	41,926
04	47-2111.00	Electrician	3	37,585	37,307	51,100	48,283
04	47-2152.02	Plumber	1	34,756	34,239	47,254	44,312
04	47-5021.02	Drill Operator	3	32,287	32,476	43,897	42,030
04	49-1011.00	Mechanic Maintenance SupMgr	14	40,223	31,318	54,687	40,532
04	49-2094.00	Electronic Repair Tch	2	31,741	35,105	43,155	45,433
04	49-3011.01	Aircraft Mechanic	1	31,762	33,150	43,183	42,903
04	49-3031.00	Equipment Mechanic	5	29,458	32,308	40,051	41,813
04	49-9021.01	HVAC Maintenance Worker	2	36,585	33,173	49,741	42,932
04	49-9042.00	Maintenance Worker	18	26,912	31,637	36,590	40,945
04	51-1011.00	Printng Duplicatng Svc SupMgr	1	34,810	31,547	47,328	40,828
04	51-1011.00	Production Services SupMgr	6	30,967	32,726	42,103	42,354
04	51-3092.00	Food Processor Technician	4	29,542	29,821	40,166	38,594
04	51-5023.01	Microfilm Print Technician	1	22,535	31,484	30,638	40,747
04	51-5023.02	Lithographic Press Operator	1	30,299	29,821	41,194	38,594
04	51-9061.01	Materials Inspection Tch	12	31,305	29,722	42,563	38,466
04	51-9061.04	Electric Electronic Inspectors	1	30,306	29,722	41,203	38,466
04	53-1021.00	Warehouse Supervisor	2	35,879	34,304	48,780	44,396
04	53-6051.05	Motor Vehicle Safety Inspector	76	32,979	29,797	44,838	38,563
04	53-7062.03	Warehouse Worker	2	30,497	30,145	41,463	39,014
Pay Band 4 Weighted Average				30,309	31,871	41,208	41,248
05	13-1023.00	Purchasing Agent	17	34,858	34,248	47,393	44,324
05	13-1031.01	Insurance Claims Examiner	31	33,054	37,052	44,940	47,953
05	13-1041.00	Compliance Specialist	32	35,439	36,032	48,182	46,633
05	13-1041.08	License Examiner Specialist	11	33,452	32,629	45,481	42,228
05	13-1041.03	Equal Opportunity Specialist	4	35,620	35,361	48,429	45,764
05	13-1041.09	Government Property Inv Inp	2	32,203	34,354	43,783	44,461
05	13-1051.00	Cost Estimator	1	42,948	36,336	58,393	47,026
05	13-1061.00	Emergency Management Spc	1	37,009	32,617	50,318	42,213
05	13-1071.01	Employment Specialist	225	33,233	34,153	45,184	44,201
05	13-1072.00	Compensaton Classificaton Spc	7	39,246	34,493	53,358	44,641
05	13-1072.00	Benefits Specialist	6	32,293	34,237	43,906	44,310
05	13-1073.00	Training Development Spc	7	34,862	32,781	47,398	42,425
05	13-1079.99	Human Resource Specialist	7	33,435	34,805	45,458	45,045
05	13-1111.00	Management Analyst	4	33,148	36,586	45,068	47,350
05	13-1199.99	Administrative Specialist	78	36,055	36,095	49,020	46,714
05	13-1199.99	Administrative Specialist	2	42,983	43,314	58,439	56,057
05	13-1199.99	Business Development Spc	2	33,195	37,700	45,132	48,791
05	13-1199.99	Business Development Spc	20	39,123	45,240	53,192	58,550

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05	13-1199.99	Parks Management Specialist	23	37,894	41,018	51,521	53,085
05	13-1199.99	Right Of Way Specialist	6	35,703	40,824	48,542	52,834
05	13-1199.99	Business Operations Sup	2	32,954	37,700	44,804	48,791
05	13-2011.01	Accountant	40	33,958	33,823	46,169	43,774
05	13-2011.02	Auditor	9	35,975	35,263	48,911	45,637
05	13-2021.02	Real Estate Appraiser	1	46,070	38,100	62,637	49,309
05	13-2031.00	Budget Analyst	8	38,554	41,466	52,418	53,665
05	13-2051.00	Financial Analyst	1	36,001	38,091	48,946	49,297
05	13-2061.00	Financial Examiner	6	36,883	40,673	50,146	52,639
05	13-2081.00	Tax Examiner	13	37,013	35,462	50,323	45,895
05	13-2099.99	Financial Specialist	11	36,456	35,174	49,566	45,522
05	13-2099.99	Financial Operations Sup/Mgr	1	36,732	35,174	49,941	45,522
05	15-1021.00	Computer Programmer	9	38,585	41,830	52,461	54,136
05	15-1041.00	Computer Support Specialist	31	40,004	40,662	54,389	52,625
05	15-1061.00	Database Analyst	4	40,487	45,801	55,046	59,276
05	15-1071.00	Network Administrator	13	34,982	38,570	47,562	49,917
05	15-1071.01	Computer Security Specialist	1	30,306	40,393	41,203	52,277
05	15-1081.00	Telecommunications Spc	2	32,010	41,297	43,521	53,447
05	15-1099.99	Data Control Specialist	10	36,349	43,044	49,420	55,708
05	15-2031.00	Operations Research Analyst	1	37,523	41,478	51,017	53,681
05	15-2031.00	Operations Research Analyst	9	45,967	49,773	62,497	64,416
05	15-2041.00	Statistician	6	38,243	39,123	51,996	50,633
05	17-1011.00	Architect	2	35,211	43,959	47,873	56,892
05	17-1021.00	Cartographer	5	36,533	32,990	49,670	42,696
05	17-1021.02	Photogrammetrist	1	36,054	32,990	49,019	42,696
05	17-1022.00	Surveyor	7	42,203	37,200	57,379	48,144
05	17-2051.00	Civil Engineering Specialist	38	40,570	43,228	55,159	55,946
05	17-2112.00	Metrologist	1	43,611	45,906	59,293	59,412
05	17-2131.00	Materials Lab Specialist	20	42,080	43,833	57,212	56,729
05	17-2199.99	Engineering Contract Specialist	6	41,500	43,228	56,423	55,946
05	17-3011.02	Designer	23	40,104	37,671	54,525	48,754
05	17-3022.00	Civil Engineering Technician	114	40,120	39,640	54,547	51,302
05	17-3029.99	Utility Engineering Spc	1	39,282	41,626	53,408	53,872
05	19-1020.01	Biology Research Specialist	1	35,195	36,505	47,851	47,245
05	19-1020.01	Fish Culture Specialist	28	33,267	35,517	45,230	45,966
05	19-1031.01	Water Conservation Specialist	60	33,445	41,196	45,472	53,316
05	19-1032.00	Forester	40	34,436	35,353	46,819	45,754
05	19-1031.01	Range Management Specialist	11	35,482	41,196	48,242	53,316
05	19-2031.00	Chemist	1	36,511	37,957	49,641	49,124
05	19-2041.00	Environmental Science Spc	2	31,517	35,195	42,851	45,549
05	19-3051.00	Planner	4	39,375	35,225	53,535	45,588
05	19-4091.01	Environmental Field Tch	6	32,969	36,600	44,825	47,368
05	19-4093.00	Conservation Technician	56	33,275	37,075	45,241	47,982
05	21-1099.99	Corrections&Social Svc Sup/Mgr	35	37,311	35,344	50,729	45,742
05	21-1011.00	Substance Abuse Counselor	8	38,615	32,617	52,501	42,213
05	21-1011.00	Substance Abuse Counselor	5	40,652	39,140	55,270	50,655
05	21-1012.00	Employment Counselor	2	34,776	33,488	47,281	43,340

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05	21-1029.99	Social Service Specialist	260	31,124	35,666	42,316	46,159
05	21-1092.00	Probation Parole Officer	2	32,269	35,635	43,873	46,119
05	21-1092.00	Correctional Treatment Spc	15	35,979	34,575	48,917	44,747
05	21-1092.00	Drill Instructor	3	36,621	34,575	49,790	44,747
05	21-1099.99	Veterans Services Specialist	3	38,212	36,921	51,953	47,783
05	23-2011.00	Paralegal Legal Assistant	7	34,313	40,414	46,652	52,304
05	25-2031.00	Teacher Secondary	7	29,795	32,617	40,509	42,213
05	25-4011.00	Archivist	1	39,304	32,617	53,437	42,213
05	25-4012.00	Curator	1	29,397	32,617	39,968	42,213
05	25-4013.00	Museum Exhibit Specialist	3	34,624	32,537	47,075	42,109
05	25-4021.00	Librarian	3	30,322	32,617	41,226	42,213
05	25-9031.00	Instructional Coordinator	1	36,826	38,143	50,069	49,365
05	27-1024.00	Graphic Designer	4	31,838	32,537	43,286	42,109
05	27-3031.00	Public Relations Specialist	11	33,921	33,291	46,119	43,085
05	27-3042.00	Technical Writer	2	38,182	35,646	51,913	46,133
05	27-4021.01	Photographer	1	35,624	35,666	48,435	46,159
05	29-1111.00	Registered Nurse	1	35,456	44,100	48,206	57,074
05	29-2021.00	Dental Hygienist	1	63,228	47,021	85,965	60,855
05	29-9011.00	Occupationl Health Safety Spc	2	34,537	38,300	46,956	49,568
05	33-1011.01	Correctional Officer SupMgr	17	38,434	39,027	52,255	50,509
05	33-1012.00	Highway Patrol Sergeant	25	47,651	58,387	64,786	75,564
05	33-3021.03	Crime Investigator	9	32,999	40,349	44,866	52,220
05	33-3031.00	Fish Wildlife Parks Warden	65	36,992	39,482	50,294	51,098
05	33-3051.01	Highway Patrol Officer	159	42,825	47,086	58,225	60,939
05	41-4012.00	Lottery Sales Representative	7	32,907	37,798	44,741	48,918
05	41-9021.00	Land Agent	2	39,620	48,450	53,867	62,704
05	43-1011.02	Administrative Support Sup	8	38,200	41,064	51,936	53,145
05	43-3011.00	Collections Specialist	1	32,264	35,785	43,866	46,313
05	43-3031.00	Accounting Technician	2	30,601	29,821	41,605	38,594
05	43-4061.02	Eligibility Specialist	1	28,615	40,457	38,904	52,359
05	43-6011.00	Records Management Ast	1	33,080	35,666	44,976	46,159
05	45-1011.02	Ranch Supervisor	4	35,283	39,027	47,971	50,509
05	47-1011.00	Construction Trades SupMgr	121	42,006	36,237	57,112	46,898
05	47-2111.00	Electrician	1	44,633	44,768	60,683	57,939
05	47-4011.00	Building Codes Inspector	48	36,964	37,142	50,257	48,069
05	47-5021.02	Drill Operator	3	39,033	38,971	53,070	50,436
05	49-1011.00	Mechanic Maintenance SupMgr	15	36,589	37,582	49,746	48,639
05	49-2022.03,	Communications Technologist	13	47,527	43,936	64,617	56,862
05	49-2093.00	Mobile Electronics Tcg	3	40,796	35,275	55,466	45,653
05	49-2094.00	Electronic Repair Tcg	3	38,923	42,126	52,920	54,519
05	49-3011.01	Aircraft Mechanic	5	40,903	39,780	55,612	51,483
05	49-9021.01	HVAC Maintenance Worker	1	39,807	39,808	54,122	51,520
05	49-9042.00	Maintenance Worker	6	32,780	37,964	44,568	49,133
05	51-1011.00	Production Services SupMgr	6	36,858	39,271	50,112	50,825
05	51-1011.00	Production Services SupMgr	5	43,256	47,125	58,811	60,989
05	51-8013.01	Hydroelectric Plant Operator	1	55,131	47,021	74,957	60,855
05	51-9061.04	Electric Electronic Inspectors	1	36,379	35,666	49,461	46,159

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05	53-2012.00	Aircraft Pilot	1	34,983	38,374	47,563	49,664
05	53-6051.04	Railroad Inspector	2	34,733	39,725	47,223	51,412
05	53-6051.05	Motor Vehicle Safety Inspector	10	37,189	35,756	50,562	46,275
Pay Band 5 Weighted Average				36,599	38,265	49,760	49,523
06	11-1099.00	Program Manager	37	52,228	51,529	71,009	66,689
06	11-3011.00	Administrative Services Mgr	19	49,995	56,188	67,973	72,719
06	11-3021.00	Computer Information Sys Mgr	1	47,521	69,263	64,610	89,640
06	11-9011.00	Farm Ranch Manager	1	46,670	46,968	63,453	60,786
06	11-9021.00	Construction Manager	83	53,389	53,185	72,587	68,832
06	11-9032.00	Principal	2	50,462	50,333	68,608	65,141
06	11-9032.00	Principal	1	50,332	50,333	68,431	65,141
06	11-9151.00	Social Community Svc Mgr	4	51,816	51,565	70,449	66,735
06	13-1023.00	Purchasing Agent	15	42,146	41,097	57,302	53,188
06	13-1031.01	Insurance Claims Examiner	26	42,426	44,463	57,682	57,544
06	13-1041.00	Compliance Specialist	20	40,528	43,238	55,102	55,959
06	13-1041.02	License Examiner Specialist	1	40,365	39,155	54,880	50,674
06	13-1041.03	Equal Opportunity Specialist	7	44,511	42,433	60,517	54,917
06	13-1041.11	Government Property Inv Inp	2	47,271	41,225	64,270	53,353
06	13-1061.00	Emergency Management Spc	17	35,877	39,140	48,778	50,655
06	13-1071.01	Employment Specialist	1	38,169	40,984	51,894	53,041
06	13-1072.00	Compensaton Classificaton Spc	1	40,931	41,391	55,649	53,568
06	13-1072.00	Benefits Specialist	9	39,055	41,084	53,099	53,171
06	13-1073.00	Training Development Spc	38	39,525	39,337	53,739	50,910
06	13-1073.00	Training Development Spc	2	36,002	39,337	48,948	50,910
06	13-1079.99	Human Resource Specialist	31	42,193	41,766	57,366	54,054
06	13-1111.00	Management Analyst	18	45,297	43,903	61,586	56,819
06	13-1199.99	Administrative Specialist	99	43,968	43,314	59,779	56,057
06	13-1199.99	Right Of Way Specialist	20	44,870	48,989	61,005	63,402
06	13-1199.99	Business Operations Sup	5	45,890	45,240	62,392	58,550
06	13-2011.01	Accountant	63	41,836	40,588	56,880	52,529
06	13-2011.02	Auditor	23	42,502	42,315	57,786	54,764
06	13-2021.02	Real Estate Appraiser	4	45,590	45,720	61,984	59,171
06	13-2031.00	Budget Analyst	34	44,617	49,759	60,661	64,398
06	13-2031.00	Budget Analyst	7	48,786	59,711	66,329	77,278
06	13-2051.00	Financial Analyst	2	46,382	45,709	63,060	59,157
06	13-2051.00	Tax Policy Analyst	5	42,178	45,090	57,346	58,355
06	13-2061.00	Financial Examiner	10	51,808	48,808	70,438	63,167
06	13-2081.00	Tax Examiner	9	41,354	42,554	56,225	55,073
06	13-2099.99	Financial Specialist	25	44,031	42,209	59,865	54,627
06	13-2099.99	Financial Operations Sup/Mgr	4	48,148	42,209	65,463	54,627
06	15-1099.99	Computer Supervisor	14	51,189	54,406	69,597	70,412
06	15-1021.00	Computer Programmer	66	46,676	50,196	63,461	64,964
06	15-1032.00	Computer Systems Engineer	2	45,883	56,996	62,383	73,764
06	15-1031.00	Computer Application Engineer	10	46,878	56,996	63,735	73,764
06	15-1041.00	Computer Support Specialist	16	45,059	48,794	61,262	63,149
06	15-1051.00	Computer Systems Analyst	65	47,612	56,538	64,733	73,171

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06	15-1061.00	Database Analyst	13	44,918	54,961	61,070	71,131
06	15-1071.00	Network Administrator	52	43,566	46,284	59,232	59,901
06	15-1071.01	Computer Security Specialist	4	41,670	48,472	56,655	62,732
06	15-1081.00	Network Systems Analyst	40	44,929	51,606	61,085	66,788
06	15-1081.00	Telecommunications Spc	10	48,563	49,556	66,026	64,135
06	15-2041.00	Statistician	10	43,739	46,947	59,468	60,759
06	17-1011.00	Architect	3	50,113	52,751	68,134	68,270
06	17-1021.00	Cartographer	6	44,024	39,588	59,855	51,235
06	17-1021.03	Photogrammetrist	2	40,264	39,588	54,743	51,235
06	17-1022.00	Surveyor	8	53,830	44,640	73,187	57,773
06	17-2171.00	Petroleum Engineer	1	60,000	56,996	81,576	73,764
06	17-2072.00	Electronics Engineer	2	49,861	56,996	67,791	73,764
06	17-2051.00	Civil Engineering Specialist	100	51,098	51,874	69,473	67,135
06	17-2051.00	Civil Engineer PE	4	53,175	51,874	72,297	67,135
06	17-2081.00	Environmental Engineering Spc	11	41,423	54,006	56,319	69,895
06	17-2081.00	Environmental Engineer PE	3	48,528	54,006	65,978	69,895
06	17-2131.00	Materials Lab Specialist	1	50,392	52,600	68,513	68,075
06	17-2141.00	Mechanical Engineering Spc	3	44,629	54,562	60,678	70,614
06	17-2141.00	Mechanical Engineer PE	1	48,528	54,562	65,978	70,614
06	17-2199.99	Engineering Contract Spc	22	50,545	51,874	68,720	67,135
06	17-3011.02	Designer	61	52,470	45,205	71,338	58,504
06	17-3022.00	Civil Engineering Technician	1	50,644	46,656	68,855	60,382
06	17-3029.99	Utility Engineering Spc	11	48,676	49,951	66,180	64,647
06	19-1013.01	Plant Science Specialist	1	43,378	45,220	58,976	58,524
06	19-1020.01	Fish Culture Specialist	3	44,946	42,620	61,109	55,159
06	19-1023.00	Fish Wildlife Biologist	94	40,664	43,070	55,287	55,741
06	19-1031.01	Water Conservation Specialist	12	44,271	49,435	60,191	63,979
06	19-1032.00	Forester	41	41,865	42,423	56,920	54,904
06	19-1031.01	Range Management Specialist	9	43,015	49,435	58,483	63,979
06	19-1031.01	Conservation Specialist	27	46,881	49,435	63,739	63,979
06	19-1099.99	Science Program Sup/Mgr	1	52,686	68,395	71,632	88,517
06	19-2021.00	Atmospheric Science Specialist	2	56,653	54,716	77,025	70,813
06	19-2031.00	Chemist	7	40,402	45,548	54,930	58,948
06	19-2032.00	Materials Scientist	1	46,800	56,996	63,629	73,764
06	19-2041.00	Environmental Science Spc	124	43,601	42,234	59,280	54,659
06	19-2042.01	Geologist	1	44,524	56,425	60,535	73,025
06	19-2043.00	Hydrologist	13	48,062	50,000	65,345	64,710
06	19-3011.00	Economist	3	44,691	51,283	60,762	66,370
06	19-3031.02	Clinical Psychologist	3	42,339	49,445	57,564	63,992
06	19-3051.00	Planner	22	44,755	42,270	60,849	54,706
06	19-4091.00	Environmental Field Tch	1	36,048	30,500	49,012	39,473
06	21-1099.99	Corrections&Social Svc Sup/Mgr	47	45,602	42,413	62,000	54,891
06	21-1012.00	Academic Counselor	4	34,136	40,185	46,411	52,007
06	21-1015.00	Rehabilitation Counselor	40	35,198	39,140	47,855	50,655
06	21-1021.00	Child Family Social Worker	228	35,164	39,140	47,809	50,655
06	21-1029.99	Human Services Specialist	12	41,710	41,420	56,708	53,606
06	21-1092.00	Probation Parole Officer	146	33,177	42,762	45,107	55,343

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06	21-1092.00	Correctional Treatment Spc	3	40,705	41,491	55,342	53,698
06	21-1092.00	Drill Instructor	1	45,247	41,490	61,518	53,696
06	21-1099.99	Veterans Services Specialist	1	45,855	44,305	62,344	57,340
06	23-1011.00	Lawyer	42	47,508	54,240	64,592	70,197
06	23-1021.00	Hearings Officer	6	45,754	45,688	62,207	59,129
06	23-1022.00	Mediator	10	45,156	45,645	61,394	59,074
06	23-2011.00	Paralegal Legal Assistant	8	33,147	48,496	45,067	62,764
06	25-2031.00	Teacher Secondary	3	33,652	39,140	45,753	50,655
06	25-4011.00	Archivist	1	41,243	39,140	56,074	50,655
06	25-4012.00	Curator	1	35,000	39,140	47,586	50,655
06	25-4021.00	Librarian	6	40,311	39,140	54,806	50,655
06	25-9031.00	Instructional Coordinator	36	41,448	45,772	56,353	59,238
06	27-1024.00	Graphic Designer	1	38,959	39,044	52,968	50,531
06	27-3031.00	Public Relations Specialist	28	39,895	39,949	54,241	51,702
06	27-3041.00	Editor	1	47,899	39,140	65,124	50,655
06	29-1031.00	Dietitian Nutritionist	4	39,749	40,114	54,042	51,916
06	29-1111.00	Registered Nurse	3	43,078	52,920	58,569	68,489
06	29-1111.00	Registered Nurse	36	43,271	52,920	58,831	68,489
06	29-1125.00	Recreation Therapist	1	38,923	39,044	52,919	50,531
06	29-2011.00	Clinical Lab Technologist	14	38,016	40,235	51,687	52,072
06	29-9011.00	Occupational Health Safety Spc	23	40,168	45,960	54,612	59,481
06	29-9011.00	Facility Surveyor	20	45,993	49,397	62,532	63,930
06	33-1011.00	Correctional Officer SupMgr	22	43,479	46,832	59,114	60,610
06	33-1012.00	Highway Patrol Captain	9	57,690	56,996	78,436	73,764
06	33-1012.01	Firefighter SupMgr	1	44,197	47,999	60,090	62,120
06	33-1099.00	Fish Wildlife Park Warden Sgt	11	44,667	46,362	60,730	60,002
06	33-1099.00	Fish Wildlife Park Warden Cpt	7	51,455	55,125	69,959	71,343
06	33-2021.01	Fire Inspector	6	34,539	42,797	46,960	55,388
06	33-3021.03	Crime Investigator	55	43,320	48,419	58,898	62,664
06	33-3021.03	Crime Analyst	4	37,436	48,419	50,898	62,664
06	33-3051.01	Highway Patrol Specialist	2	50,797	61,306	69,063	79,342
06	41-1012.00	Lottery Sales SupMgr	2	46,255	47,016	62,889	60,848
06	41-4012.00	Industries Sales Rep	1	37,479	39,140	50,957	50,655
06	41-9021.00	Land Agent	1	49,217	48,450	66,916	62,704
06	47-1011.02	Drill SupMgr	1	46,974	43,484	63,866	56,277
06	49-1011.00	Mechanic Maintenance SupMgr	6	43,059	45,098	58,543	58,366
06	49-2022.03	Communications Technologist	1	40,000	52,723	54,384	68,234
06	49-2093.00	Mobile Electronics Tcg	1	44,821	42,330	60,939	54,783
06	51-1011.00	Printng Duplicatng Svc SupMgr	1	42,025	45,427	57,137	58,792
06	51-1011.00	Hydroelectric Plant SupMgr	1	61,130	58,951	83,113	76,294
06	53-2012.00	Aircraft Pilot	9	53,554	46,049	72,812	59,597
06	53-6051.01	Aircraft Inspector	1	48,431	40,545	65,846	52,473
Pay Band 6 Weighted Average				43,355	45,851	58,946	59,341
07	11-1021.00	Operations Manager	41	61,892	62,518	84,148	80,911
07	11-1099.00	Program Manager	33	62,926	61,835	85,555	80,027
07	11-1099.00	Regulatory Program Manager	16	63,501	61,835	86,336	80,027

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
07	11-3011.00	Administrative Services Mgr	3	46,862	67,426	63,714	87,263
07	11-3021.00	Computer Information Sys Mgr	33	54,745	69,263	74,431	89,640
07	11-3031.02	Financial Manager	33	60,904	64,631	82,805	83,645
07	11-3040.00	Human Resource Manager	11	62,114	66,665	84,450	86,278
07	11-3041.00	Compensaton Benefits Mgr	1	59,873	63,495	81,403	82,175
07	11-3042.00	Training Manager	4	52,151	61,135	70,905	79,121
07	11-3051.00	Industrial Production Mgr	1	61,060	59,785	83,017	77,374
07	11-9021.00	Construction Manager	7	59,846	63,822	81,367	82,598
07	11-9039.99	Education Program Adm	12	51,588	63,151	70,139	81,730
07	11-9032.00	Principal	1	52,528	60,400	71,418	78,170
07	11-9041.00	Engineering Manager	88	72,400	69,263	98,435	89,640
07	11-9111.00	Medical Health Services Mgr	4	52,095	65,886	70,829	85,270
07	11-9111.00	Nursing Services Manager	1	61,006	65,886	82,944	85,270
07	11-9121.00	Environmental Program Mgr	12	62,010	64,004	84,308	82,834
07	11-9121.00	Resource Conservation Mgr	54	54,869	59,668	74,600	77,222
07	11-9151.00	Social Community Svc Mgr	13	54,172	61,878	73,652	80,083
07	13-1041.00	Compliance Specialist	1	63,613	43,238	86,488	55,959
07	13-1041.03	Equal Opportunity Specialist	1	62,677	50,920	85,216	65,901
07	13-1079.99	Human Resource Specialist	5	48,916	50,119	66,506	64,864
07	13-1079.99	Labor Relations Specialist	3	57,698	57,784	78,447	74,784
07	13-1111.00	Management Analyst	17	49,025	52,684	66,655	68,184
07	13-1111.00	Management Analyst	1	47,008	52,684	63,912	68,184
07	13-1199.99	Administrative Specialist	3	47,481	51,977	64,555	67,269
07	13-1199.99	Business Development Spc	17	48,333	54,288	65,714	70,260
07	13-1199.99	Business Operations Sup	3	51,394	54,288	69,875	70,260
07	13-2011.01	Accountant	9	50,717	48,706	68,954	63,035
07	13-2011.02	Auditor	1	58,496	50,778	79,532	65,717
07	13-2051.00	Financial Analyst	15	49,000	54,851	66,620	70,988
07	13-2051.00	Tax Policy Analyst	4	54,693	54,108	74,360	70,027
07	13-2061.00	Financial Examiner	2	68,899	58,570	93,675	75,801
07	13-2099.99	Financial Specialist	14	51,746	50,651	70,353	65,553
07	13-2099.99	Financial Operations Sup/Mgr	4	61,344	50,651	83,403	65,553
07	15-1099.99	Computer Supervisor	31	57,634	65,287	78,359	84,494
07	15-1021.00	Computer Programmer	11	48,891	60,235	66,472	77,956
07	15-1032.00	Computer Systems Engineer	14	54,187	68,395	73,673	88,517
07	15-1031.00	Computer Application Engineer	2	53,738	68,395	73,063	88,517
07	15-1051.00	Computer Systems Analyst	16	59,520	67,846	80,923	87,806
07	15-1061.00	Database Analyst	5	56,586	65,953	76,934	85,356
07	15-1071.00	Network Administrator	3	53,617	55,541	72,898	71,881
07	15-1071.01	Computer Security Specialist	1	46,800	58,166	63,629	75,278
07	15-1081.00	Network Systems Analyst	8	50,772	61,928	69,029	80,147
07	15-1081.00	Telecommunications Spc	18	48,084	59,468	65,375	76,963
07	15-2031.00	Operations Research Analyst	2	57,594	59,728	78,304	77,300
07	17-1011.00	Architect	3	49,924	63,301	67,877	81,924
07	17-2199.99	Engineering Supervisor Mgr	1	64,528	63,028	87,732	81,571
07	17-2072.00	Electronics Engineer	1	57,215	68,395	77,790	88,517
07	17-2051.00	Civil Engineering Specialist	59	58,353	62,249	79,337	80,563

Band	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
07	17-2051.00	Civil Engineer PE	5	58,184	62,249	79,107	80,563
07	17-2081.00	Environmental Engineering Spc	11	54,645	64,807	74,295	83,873
07	17-2081.00	Environmental Engineer PE	6	55,687	64,807	75,712	83,873
07	17-2141.00	Mechanical Engineering Spc	1	49,803	65,474	67,713	84,736
07	17-2199.99	Engineering Contract Specialist	1	50,394	62,249	68,516	80,563
07	19-1023.00	Fish Wildlife Biologist	24	47,756	51,684	64,929	66,889
07	19-1031.02	Water Conservation Specialist	9	50,061	59,322	68,063	76,775
07	19-1099.99	Forensic Scientist	1	69,347	62,744	94,284	81,203
07	19-1099.99	Science Program Sup/Mgr	33	53,273	68,395	72,430	88,517
07	19-2041.00	Environmental Science Spc	52	40,098	42,234	54,517	54,659
07	19-3011.00	Economist	2	49,201	61,540	66,893	79,645
07	19-3051.01	Planner	2	62,245	50,724	84,628	65,647
07	19-3051.01	Transportation Planner	4	58,159	56,392	79,073	72,983
07	23-1011.00	Lawyer	82	56,375	65,088	76,647	84,237
07	23-1021.00	Administrative Law Judge	3	55,087	58,759	74,896	76,046
07	23-1021.00	Hearings Officer	1	47,850	54,825	65,057	70,955
07	23-1022.00	Mediator	2	54,398	54,774	73,960	70,889
07	25-4021.00	Librarian	1	47,135	46,968	64,085	60,786
07	27-3031.00	Public Relations Specialist	6	54,794	47,939	74,497	62,043
07	29-1051.01	Pharmacist	2	75,155	79,110	102,180	102,384
07	29-1111.00	Registered Nurse	5	53,341	63,504	72,522	82,187
07	29-1131.00	Veterinarian	1	47,114	55,582	64,056	71,934
07	29-9011.00	Facility Surveyor	3	54,886	60,461	74,624	78,249
07	33-1012.00	Law Enforcement Manager	13	53,594	67,181	72,866	86,946
Pay Band 7 Weighted Average				56,444	61,385	76,741	79,444
08	11-1021.00	Operations Manager	1	71,842	75,022	97,676	97,093
08	11-1021.00	Operations Manager	98	74,497	75,022	101,286	97,093
08	11-1099.00	Program Manager	1	73,424	74,202	99,827	96,032
08	11-3021.00	Computer Information Sys Mgr	17	73,875	83,116	100,440	107,569
08	11-3031.02	Financial Manager	1	81,574	77,557	110,908	100,374
08	11-9041.00	Engineering Manager	3	84,011	83,116	114,222	107,569
08	11-9111.00	Medical Health Services Mgr	2	70,573	79,063	95,952	102,323
08	11-9121.00	Environmental Program Mgr	1	58,911	76,805	80,096	99,401
08	11-9151.00	Social Community Svc Mgr	4	59,371	74,254	80,721	96,100
08	23-1011.00	Lawyer	68	67,303	78,106	91,505	101,085
08	33-1012.00	Law Enforcement Manager	2	65,816	80,617	89,484	104,335
Pay Band 8 Weighted Average				71,907	76,998	97,765	99,651

APPENDIX E: COMBINED PLANS TABLE

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
01, 05/06	43-4071.00	File Clerk	1	17,909	18,017	24,349	23,318
01, 05/06	43-9061.00	Administrative Clerk	2	18,013	17,445	24,490	22,577
01, 05/06	53-3033.00	Delivery Services Driver	1	20,006	20,456	27,200	26,474
01, 05/06	35-2021.00	Food Preparation Worker	2	14,635	15,859	19,898	20,525
01, 05/06	43-9061.00	Administrative Clerk	1	20,341	15,859	27,656	20,525
01, 05/06	21-1093.00	Social Service Aide	6	16,107	17,445	21,899	22,577
01, 05/06	31-1013.00	Psychiatric Aide	7	16,243	18,189	22,084	23,540
01, 05/06	33-9092.00	Lifeguard	2	15,503	17,702	21,077	22,910
01, 05/06	41-2011.00	Cashier	1	15,773	17,702	21,445	22,910
01, 05/06	51-6011.03	Laundry Worker	1	17,140	17,445	23,303	22,577
Pay Band 01 Grades 05/06 Weighted Average				16,575	17,645	22,536	22,836
02, 07/08	17-3022.00	Civil Engineering Technician	8	22,103	22,940	30,051	29,689
02, 07/08	19-4093.00	Conservation Aide	16	20,644	21,456	28,068	27,768
02, 07/08	31-9095.00	Pharmacy Aide	1	17,113	20,934	23,266	27,093
02, 07/08	37-2011.00	Custodian	2	18,362	20,934	24,965	27,093
02, 07/08	37-3011.00	Groundskeeper	16	18,552	20,934	25,223	27,093
02, 07/08	43-3031.00	Accounting Clerk	10	21,428	20,709	29,134	26,802
02, 07/08	43-4031.03	License Permit Clerk	32	20,771	21,128	28,240	27,344
02, 07/08	43-4071.00	File Clerk	3	21,660	21,620	29,449	27,981
02, 07/08	43-4161.00	Human Resource Assistant	4	22,440	23,399	30,510	30,283
02, 07/08	43-4171.00	Receptionist	12	19,775	20,934	26,886	27,093
02, 07/08	43-5081.03	Supply Clerk	1	26,650	22,284	36,233	28,840
02, 07/08	43-6011.00	Administrative Assistant	222	23,723	25,066	32,254	32,440
02, 07/08	43-6014.00	Secretary	17	21,038	22,252	28,603	28,799
02, 07/08	43-9022.00	Word Processor	1	21,050	20,709	28,619	26,802
02, 07/08	43-9021.00	Data Processor Clerk	5	19,260	20,934	26,186	27,093
02, 07/08	43-9051.02	Mail Clerk	14	19,543	22,303	26,571	28,865
02, 07/08	43-9061.00	Administrative Clerk	53	21,406	20,934	29,104	27,093
02, 07/08	43-9071.01	Duplicating Machine Operator	2	20,919	20,947	28,441	27,110
02, 07/08	43-9071.01	Microfilm Print Clerk	2	18,879	21,864	25,668	28,296
02, 07/08	49-9042.00	Maintenance Worker	5	21,711	21,970	29,518	28,434
02, 07/08	51-9061.01	Materials Inspection Aide	3	19,652	20,640	26,719	26,712
02, 07/08	21-1093.00	Social Service Aide	1	19,786	19,031	26,901	24,630
02, 07/08	31-1012.00	Nursing Aide	1	18,989	19,031	25,817	24,630
02, 07/08	35-2012.00	Cook	9	18,429	19,031	25,056	24,630
02, 07/08	35-2021.00	Food Preparation Worker	35	17,051	19,031	23,182	24,630
02, 07/08	37-2011.00	Custodian	18	18,474	19,031	25,117	24,630
02, 07/08	43-4071.00	File Clerk	5	21,045	19,655	28,613	25,437
02, 07/08	43-9061.00	Administrative Clerk	13	19,700	19,031	26,784	24,630
02, 07/08	51-6011.03	Laundry Worker	5	17,728	19,031	24,103	24,630
02, 07/08	53-3033.00	Delivery Services Driver	3	19,852	22,315	26,991	28,881
02, 07/08	19-4021.00	Biological Lab Aide	1	24,353	24,382	33,110	31,555

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
02, 07/08	31-1012.00	Nursing Aide	120	19,717	20,934	26,807	27,093
02, 07/08	31-1013.00	Psychiatric Aide	123	20,285	21,827	27,580	28,249
02, 07/08	35-2012.00	Cook	10	18,923	20,934	25,728	27,093
02, 07/08	35-2021.00	Food Preparation Worker	16	21,985	20,934	29,891	27,093
02, 07/08	35-2021.00	Food Preparation Worker	1	23,062	20,934	31,355	27,093
02, 07/08	37-2011.00	Custodian	28	22,236	20,934	30,233	27,093
02, 07/08	39-9011.00	Institution Attendant	1	19,846	20,934	26,982	27,093
02, 07/08	41-2011.00	Cashier	2	17,894	21,242	24,329	27,491
02, 07/08	43-3021.02	Tax Clerk	9	19,609	20,709	26,661	26,802
02, 07/08	43-3021.02	Tax Technician	34	19,840	20,709	26,974	26,802
02, 07/08	43-3031.00	Accounting Clerk	1	22,923	20,709	31,167	26,802
02, 07/08	43-3031.00	Accounting Technician	16	20,600	20,709	28,008	26,802
02, 07/08	43-3051.00	Payroll Clerk	1	20,197	21,735	27,460	28,129
02, 07/08	43-4071.00	File Clerk	2	21,499	21,620	29,230	27,981
02, 07/08	43-4161.00	Human Resource Assistant	2	17,894	23,399	24,329	30,283
02, 07/08	43-5071.00	Shipping Receiving Clerk	1	22,925	21,647	31,168	28,016
02, 07/08	43-5081.03	Supply Clerk	2	23,209	22,284	31,555	28,840
02, 07/08	43-6014.00	Secretary	1	17,426	22,252	23,692	28,799
02, 07/08	43-9051.02	Mail Clerk	6	20,313	22,303	27,617	28,865
02, 07/08	43-9061.00	Administrative Clerk	59	20,664	20,934	28,095	27,093
02, 07/08	45-2011.00	Agriculture Inspector	3	20,083	22,171	27,305	28,694
02, 07/08	45-2011.00	Livestock Inspector	2	20,297	22,171	27,596	28,694
02, 07/08	51-6011.03	Laundry Worker	2	24,215	20,934	32,923	27,093
Pay Band 02 Grades 07/08 Weighted Average				21,001	21,947	28,553	28,404
03, 09/10	29-2061.00	LPN	12	29,830	30,562	40,557	39,553
03, 09/10	31-1012.00	Nursing Aide	6	22,413	25,121	30,473	32,512
03, 09/10	31-9091.00	Dental Assistant	3	25,845	28,591	35,138	37,002
03, 09/10	33-2011.01	Firefighter	9	28,211	28,368	38,355	36,714
03, 09/10	33-3012.00	Correctional Officer	396	26,454	27,960	35,967	36,186
03, 09/10	33-9092.00	Water Safety Officer	1	42,037	25,491	57,153	32,990
03, 09/10	35-1012.00	Food Service SupMgr	1	26,154	29,722	35,559	38,466
03, 09/10	37-1011.00	HousekeepngCustodial SupMgr	1	20,800	24,768	28,280	32,055
03, 09/10	37-3011.00	Groundskeeper	3	26,696	25,121	36,295	32,512
03, 09/10	43-1011.02	Administrative Support Sup	6	25,345	28,517	34,459	36,907
03, 09/10	43-3011.00	Collections Technician	5	24,700	24,851	33,582	32,162
03, 09/10	43-3031.00	Accounting Technician	52	26,358	24,851	35,836	32,162
03, 09/10	43-3031.00	Auditing Technician	3	28,228	24,851	38,379	32,162
03, 09/10	43-3051.00	Payroll Technician	21	25,743	26,082	35,000	33,755
03, 09/10	43-3061.00	Purchasing Technician	12	23,236	27,937	31,592	36,156
03, 09/10	43-4031.03	License Permit Technician	57	25,092	25,353	34,115	32,812
03, 09/10	43-4051.00	Customer Service Assistant	2	24,173	24,851	32,866	32,162
03, 09/10	43-4061.01	UI Claims Examiner	2	27,412	27,287	37,270	35,315
03, 09/10	43-4061.02	Eligibility Assistant	50	23,015	28,095	31,291	36,361
03, 09/10	43-4071.00	Fingerprint & Evidence Tech	5	27,379	31,065	37,224	40,204

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
03, 09/10	43-4161.00	Human Resource Assistant	10	24,683	28,079	33,559	36,340
03, 09/10	43-4161.00	Benefits Technician	3	26,600	28,298	36,166	36,623
03, 09/10	43-5031.00	Police Fire Dispatcher	27	26,488	30,139	36,013	39,006
03, 09/10	43-6011.00	Administrative Assistant	94	28,562	30,079	38,833	38,928
03, 09/10	43-6011.00	Records Management Ast	5	23,301	24,768	31,679	32,055
03, 09/10	43-6011.00	Compliance Technician	11	24,521	24,768	33,338	32,055
03, 09/10	43-6012.00	Legal Secretary	34	24,637	25,715	33,496	33,280
03, 09/10	43-6013.00	Medical Secretary	3	26,266	27,690	35,712	35,836
03, 09/10	43-6014.00	Secretary	76	23,655	26,702	32,161	34,558
03, 09/10	43-9011.00	Computer Operator	1	23,709	24,957	32,235	32,299
03, 09/10	43-9022.00	Word Processor	1	26,648	24,851	36,231	32,162
03, 09/10	43-9021.00	Data Processor Technician	6	25,180	25,121	34,235	32,512
03, 09/10	43-9051.02	Mail Clerk	4	22,080	26,764	30,021	34,638
03, 09/10	43-9071.01	Duplicating Machine Operator	3	24,325	25,136	33,072	32,531
03, 09/10	43-9081	Proofreader	1	21,599	25,373	29,366	32,838
03, 09/10	43-9111.00	Statistical Assistant	2	24,885	25,529	33,834	33,040
03, 09/10	45-2011.00	Livestock Inspector	7	20,004	26,605	27,197	34,432
03, 09/10	49-9021.01	HVAC Maintenance Worker	1	32,441	27,644	44,106	35,777
03, 09/10	49-9042.00	Maintenance Worker	8	26,399	26,364	35,892	34,120
03, 09/10	51-1011.00	Laundry SupMgr	4	26,839	25,121	36,490	32,512
03, 09/10	51-3092.00	Food Processor Technician	14	23,023	24,851	31,302	32,162
03, 09/10	51-5023.01	Microfilm Print Technician	4	22,629	26,237	30,766	33,956
03, 09/10	51-5023.02	Lithographic Press Operator	5	24,383	24,851	33,151	32,162
03, 09/10	51-9061.01	Materials Inspection Aide	1	23,063	24,768	31,357	32,055
03, 09/10	53-7062.03	Warehouse Worker	10	24,002	25,121	32,633	32,512
03, 09/10	25-4031.00	Library Technician	2	23,365	22,592	31,767	29,238
03, 09/10	29-2071.00	Medical Records Technician	3	21,778	22,516	29,610	29,141
03, 09/10	31-1012.00	Nursing Aide	1	27,138	22,837	36,897	29,556
03, 09/10	31-9094	Medical Transcriptions	2	20,241	25,173	27,520	32,579
03, 09/10	33-9032.00	Security Guard	4	21,776	22,837	29,607	29,556
03, 09/10	35-2012.00	Cook	6	24,599	22,837	33,445	29,556
03, 09/10	37-1011.00	HousekeepngCustodial SupMgr	4	22,674	22,516	30,828	29,141
03, 09/10	39-5012.00	Cosmetologist	1	19,845	22,592	26,981	29,238
03, 09/10	39-9011.00	Institution Attendant	19	19,712	22,837	26,801	29,556
03, 09/10	41-2011.00	Cashier	2	19,916	23,174	27,078	29,991
03, 09/10	43-3011.00	Collections Technician	7	19,884	22,592	27,034	29,238
03, 09/10	43-3061.00	Purchasing Technician	1	24,634	25,397	33,493	32,869
03, 09/10	43-4061.02	Eligibility Assistant	1	22,579	22,517	30,699	29,141
03, 09/10	43-5081.01	Store Assistant	1	25,233	20,258	34,306	26,218
03, 09/10	43-6011.00	Administrative Assistant	103	21,556	22,787	29,307	29,491
03, 09/10	45-2011.00	Livestock Inspector	6	21,145	24,186	28,749	31,302
03, 09/10	49-9042.00	Maintenance Worker	6	23,482	23,967	31,927	31,018
03, 09/10	51-6011.03	Laundry Worker	1	24,810	22,837	33,731	29,556
03, 09/10	53-7062.03	Warehouse Worker	3	23,492	22,837	31,940	29,556
03, 09/10	13-2021.01	Tax Appraiser	31	25,916	26,458	35,235	34,242

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
03, 09/10	15-1041.00	Computer Support Technician	1	31,160	28,238	42,366	36,545
03, 09/10	19-4011.01	Agricultural Technician	1	21,691	24,768	29,491	32,055
03, 09/10	21-1093.00	Social Service Technician	1	20,666	25,121	28,098	32,512
03, 09/10	29-2056.00	Veterinary Technician	1	21,493	24,768	29,222	32,055
03, 09/10	29-2061.00	LPN	18	26,654	30,562	36,239	39,553
03, 09/10	31-1013.00	Psychiatric Aide	145	23,715	26,192	32,242	33,898
03, 09/10	39-5012.00	Cosmetologist	1	29,555	24,851	40,183	32,162
03, 09/10	43-1011.02	Administrative Support Sup	1	29,555	28,517	40,183	36,907
03, 09/10	43-3011.00	Collections Technician	3	24,153	24,851	32,838	32,162
03, 09/10	43-3021.02	Tax Technician	26	21,430	24,851	29,136	32,162
03, 09/10	43-3021.02	Tax Technician	40	24,875	24,851	33,821	32,162
03, 09/10	43-3031.00	Accounting Technician	5	25,562	24,851	34,754	32,162
03, 09/10	43-3031.00	Auditing Technician	4	22,192	24,851	30,172	32,162
03, 09/10	43-3051.00	Payroll Technician	4	25,225	26,082	34,296	33,755
03, 09/10	43-3061.00	Purchasing Technician	2	21,981	27,937	29,885	36,156
03, 09/10	43-6011.00	Compliance Technician	1	26,650	24,768	36,233	32,055
03, 09/10	43-9111.00	Statistical Assistant	3	25,502	25,529	34,672	33,040
03, 09/10	49-9042.00	Maintenance Worker	2	22,444	26,364	30,514	34,120
Pay Band 03 Grades 09/10 Weighted Average				25,006	26,648	33,999	34,488
04, 11/12	13-1199.99	Right Of Way Technician	4	30,265	34,020	41,149	44,029
04, 11/12	15-1041.00	Computer Support Technician	26	28,219	33,885	38,367	43,854
04, 11/12	15-1099.99	Data Control Tech	5	28,745	35,870	39,082	46,423
04, 11/12	17-1022.00	Surveyor	4	32,939	31,000	44,784	40,120
04, 11/12	17-3011.02	Design Technician	12	31,010	31,393	42,161	40,629
04, 11/12	17-3022.00	Civil Engineering Technician	55	32,422	33,033	44,082	42,751
04, 11/12	17-3029.99	Utility Engineering Tch	1	31,104	34,688	42,289	44,893
04, 11/12	17-3023.02	Instrument Calibration Tch	1	37,192	38,701	50,567	50,087
04, 11/12	19-1023.00	Fish Wildlife Biologist	1	35,520	43,070	48,293	55,741
04, 11/12	19-1032.00	Forester	2	36,567	35,353	49,716	45,754
04, 11/12	19-1031.03	Park Naturalist	3	27,114	32,837	36,864	42,498
04, 11/12	19-4021.00	Biological Lab Technician	1	30,624	35,110	41,636	45,439
04, 11/12	19-4061.01	Planning Technician	4	31,095	31,500	42,277	40,767
04, 11/12	19-4092.00	Forensic Technician	3	29,058	37,278	39,507	48,245
04, 11/12	19-4093.00	Conservation Technician	30	26,775	30,896	36,403	39,986
04, 11/12	19-4093.00	Forestry Technician	3	30,706	30,896	41,748	39,986
04, 11/12	19-4099.99	Science Technician	1	33,627	36,595	45,719	47,361
04, 11/12	21-1029.99	Social Service Technician	2	25,351	29,722	34,467	38,466
04, 11/12	21-1092.01	Correctional Treatment Tch	3	26,706	28,813	36,309	37,290
04, 11/12	21-1092.00	Drill Instructor	12	28,355	28,813	38,551	37,290
04, 11/12	21-1099.99	Veterans Services Tch	12	30,831	30,768	41,918	39,820
04, 11/12	23-2011.00	Paralegal Legal Assistant	22	28,385	33,678	38,592	43,586
04, 11/12	23-2093.00	Water Rights Technician	2	30,872	34,368	41,974	44,479
04, 11/12	25-4013.00	Museum Exhibit Technician	1	23,677	27,114	32,191	35,091
04, 11/12	25-4031.00	Library Technician	1	29,056	29,821	39,505	38,594

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
04, 11/12	27-1024.00	Graphic Designer	2	26,814	27,114	36,457	35,091
04, 11/12	27-3041.00	Editor	1	27,009	27,181	36,722	35,178
04, 11/12	29-2061.00	LPN	7	31,250	36,674	42,488	47,463
04, 11/12	31-9092.00	Medical Assistant	1	28,386	29,821	38,594	38,594
04, 11/12	33-2011.01	Firefighter	12	35,930	34,041	48,851	44,056
04, 11/12	33-3012.00	Correctional Officer	92	31,104	33,552	42,289	43,423
04, 11/12	33-3031.00	Fish Wildlife Parks Warden Trn	4	24,752	32,902	33,653	42,582
04, 11/12	35-1012.00	Food Service SupMgr	14	28,508	29,722	38,760	38,466
04, 11/12	37-1012.00	Grounds keeping SupMgr	1	35,126	31,115	47,757	40,269
04, 11/12	39-9032.00	Recreational Technician	7	29,629	29,722	40,284	38,466
04, 11/12	39-9032.00	Parks Ranger	4	28,749	32,837	39,087	42,498
04, 11/12	41-9041.00	Telemarketing Technician	1	29,085	30,658	39,544	39,678
04, 11/12	43-1011.02	Administrative Support Sup	37	31,790	34,220	43,222	44,288
04, 11/12	43-3011.00	Collections Technician	9	26,828	29,821	36,475	38,594
04, 11/12	43-3021.02	Tax Technician	3	31,128	29,821	42,322	38,594
04, 11/12	43-3031.00	Accounting Technician	43	27,407	29,821	37,263	38,594
04, 11/12	43-3031.00	Auditing Technician	2	29,025	29,821	39,462	38,594
04, 11/12	43-3051.00	Payroll Technician	7	29,077	31,298	39,534	40,506
04, 11/12	43-3061.00	Purchasing Technician	6	28,953	33,524	39,364	43,387
04, 11/12	43-4031.03	License Permit Technician	55	28,121	30,424	38,233	39,375
04, 11/12	43-4061.01	UI Claims Examiner	34	30,915	32,744	42,032	42,377
04, 11/12	43-4161.00	Human Resource Assistant	9	29,369	33,695	39,930	43,608
04, 11/12	43-4161.00	Benefits Technician	9	29,037	33,958	39,479	43,948
04, 11/12	43-5031.00	Police Fire Dispatcher	3	31,200	34,660	42,420	44,857
04, 11/12	43-6011.00	Records Management Ast	1	27,568	29,722	37,482	38,466
04, 11/12	43-6011.00	Compliance Technician	15	30,653	29,722	41,676	38,466
04, 11/12	43-6012.00	Legal Secretary	7	29,959	30,858	40,732	39,936
04, 11/12	43-9011.00	Computer Operator	10	28,434	29,948	38,659	38,759
04, 11/12	43-9041.01	Insurance Claims Technician	1	33,881	29,821	46,064	38,594
04, 11/12	43-9111.00	Statistical Assistant	4	27,162	30,635	36,929	39,648
04, 11/12	45-1011.00	Livestock Inspector Sup	13	26,726	30,600	36,337	39,603
04, 11/12	45-1011.02	Ranch Supervisor	5	27,119	30,600	36,871	39,603
04, 11/12	47-2031.01	Carpenter	2	31,547	31,546	42,891	40,827
04, 11/12	47-2073.01	Heavy Equipment Operator	1	26,564	32,395	36,116	41,926
04, 11/12	47-2111.00	Electrician	3	37,585	37,307	51,100	48,283
04, 11/12	47-2152.02	Plumber	1	34,756	34,239	47,254	44,312
04, 11/12	47-5021.02	Drill Operator	3	32,287	32,476	43,897	42,030
04, 11/12	49-1011.00	Mechanic Maintenance SupMgr	14	40,223	31,318	54,687	40,532
04, 11/12	49-2094.00	Electronic Repair Tch	2	31,741	35,105	43,155	45,433
04, 11/12	49-3011.01	Aircraft Mechanic	1	31,762	33,150	43,183	42,903
04, 11/12	49-3031.00	Equipment Mechanic	5	29,458	32,308	40,051	41,813
04, 11/12	49-9021.01	HVAC Maintenance Worker	2	36,585	33,173	49,741	42,932
04, 11/12	49-9042.00	Maintenance Worker	18	26,912	31,637	36,590	40,945
04, 11/12	51-1011.00	Printing Duplicating Svc SupMgr	1	34,810	31,547	47,328	40,828

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
04, 11/12	51-1011.00	Production Services SupMgr	6	30,967	32,726	42,103	42,354
04, 11/12	51-3092.00	Food Processor Technician	4	29,542	29,821	40,166	38,594
04, 11/12	51-5023.01	Microfilm Print Technician	1	22,535	31,484	30,638	40,747
04, 11/12	51-5023.02	Lithographic Press Operator	1	30,299	29,821	41,194	38,594
04, 11/12	51-9061.01	Materials Inspection Tch	12	31,305	29,722	42,563	38,466
04, 11/12	51-9061.04	Electric Electronic Inspectors	1	30,306	29,722	41,203	38,466
04, 11/12	53-1021.00	Warehouse Supervisor	2	35,879	34,304	48,780	44,396
04, 11/12	53-6051.05	Motor Vehicle Safety Inspector	76	32,979	29,797	44,838	38,563
04, 11/12	53-7062.03	Warehouse Worker	2	30,497	30,145	41,463	39,014
04, 11/12	13-1041.00	Compliance Specialist	5	27,988	27,297	38,052	35,328
04, 11/12	13-2021.01	Tax Appraiser	18	26,562	28,864	36,114	37,355
04, 11/12	13-2021.01	Tax Appraiser	60	28,388	28,864	38,597	37,355
04, 11/12	13-2021.01	Tax Appraiser	4	34,014	28,864	46,246	37,355
04, 11/12	15-1041.00	Computer Support Technician	1	26,909	30,805	36,586	39,867
04, 11/12	15-1061.00	Database Technician	1	25,518	30,805	34,695	39,867
04, 11/12	19-4011.01	Agricultural Technician	1	24,880	27,020	33,826	34,969
04, 11/12	19-4031.00	Chemical Technician	1	27,236	28,548	37,030	36,947
04, 11/12	29-2056.00	Veterinary Technician	1	28,850	27,020	39,225	34,969
04, 11/12	29-2061.00	LPN	30	28,505	33,340	38,756	43,149
04, 11/12	31-1013.00	Psychiatric Aide	2	29,067	28,573	39,519	36,979
04, 11/12	39-9011.00	Institution Attendant	1	24,931	27,020	33,896	34,969
04, 11/12	43-1011.02	Administrative Support Sup	15	25,844	31,109	35,138	40,261
04, 11/12	43-3011.00	Collections Technician	9	24,074	27,110	32,731	35,086
04, 11/12	43-3011.00	Collections Specialist	15	26,449	27,110	35,961	35,086
04, 11/12	43-3031.00	Accounting Technician	12	25,115	27,110	34,147	35,086
04, 11/12	43-3031.00	Auditing Technician	6	23,963	27,110	32,581	35,086
04, 11/12	43-3051.00	Payroll Technician	6	28,170	28,453	38,300	36,824
04, 11/12	43-3061.00	Purchasing Technician	2	26,207	30,476	35,631	39,443
04, 11/12	43-4031.03	License Permit Technician	9	23,320	27,658	31,706	35,795
04, 11/12	43-4061.02	Eligibility Assistant	2	24,056	27,020	32,707	34,969
04, 11/12	43-4161.00	Human Resource Assistant	3	27,966	30,632	38,022	39,644
04, 11/12	43-6011.00	Administrative Assistant	42	23,769	27,345	32,316	35,389
04, 11/12	43-6011.00	Compliance Technician	3	25,629	27,020	34,846	34,969
04, 11/12	43-6014.00	Secretary	18	22,822	29,129	31,028	37,699
04, 11/12	43-9111.00	Statistical Assistant	2	25,696	27,850	34,936	36,043
04, 11/12	45-2011.00	Meat Inspector	11	25,276	29,024	34,365	37,562
04, 11/12	49-9042.00	Maintenance Worker	2	27,114	28,761	36,864	37,222
04, 11/12	13-1023.00	Purchasing Agent	3	29,716	28,540	40,402	36,936
04, 11/12	13-1041.02	License Examiner Specialist	10	28,389	27,191	38,598	35,190
04, 11/12	13-1073.00	Training Development Spc	1	30,260	27,318	41,141	35,354
04, 11/12	13-1079.99	Human Resource Specialist	3	31,384	29,004	42,670	37,537
04, 11/12	13-1079.99	Human Resource Specialist	3	35,037	29,004	47,637	37,537
04, 11/12	13-1199.99	Administrative Specialist	11	30,777	30,079	41,844	38,928
04, 11/12	13-2011.01	Accountant	18	27,094	28,186	36,837	36,478
04, 11/12	13-2011.01	Accountant	17	28,140	28,186	38,260	36,478
04, 11/12	13-2011.02	Auditor	1	31,351	29,386	42,625	38,031

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
04, 11/12	13-2081.00	Tax Examiner	19	27,802	29,552	37,800	38,246
04, 11/12	13-2081.00	Tax Examiner	5	33,760	29,552	45,900	38,246
04, 11/12	13-2081.00	Tax Examiner	1	25,304	29,552	34,403	38,246
04, 11/12	15-1041.00	Computer Support Specialist	4	28,024	33,885	38,101	43,854
04, 11/12	15-2041.00	Statistician	1	25,581	32,603	34,780	42,194
04, 11/12	17-1021.00	Cartographer	6	30,957	27,492	42,090	35,580
04, 11/12	19-4011.01	Agricultural Technician	1	31,351	29,722	42,625	38,466
04, 11/12	19-4031.00	Chemical Specialist	1	33,633	31,403	45,727	40,642
04, 11/12	21-1015.00	Rehabilitation Counselor	24	29,285	27,181	39,816	35,177
04, 11/12	21-1021.00	Child Family Social Worker	1	24,784	27,181	33,696	35,177
04, 11/12	23-2011.00	Paralegal Legal Assistant	3	27,088	33,678	36,828	43,586
04, 11/12	27-3031.00	Public Relations Specialist	1	31,351	27,743	42,625	35,904
04, 11/12	27-3041.00	Editor	1	31,351	27,181	42,625	35,178
04, 11/12	29-2071.00	Medical Records Technician	2	30,805	29,722	41,882	38,466
04, 11/12	35-1012.00	Food Service SupMgr	3	30,134	29,722	40,971	38,466
04, 11/12	41-1011.00	Retail Sales SupMgr	1	30,089	29,722	40,909	38,466
04, 11/12	43-1011.02	Administrative Support Sup	5	29,461	34,220	40,056	44,288
04, 11/12	43-4051.00	Customer Service Assistant	7	26,618	29,821	36,190	38,594
04, 11/12	43-4061.02	Eligibility Specialist	3	24,611	29,722	33,461	38,466
04, 11/12	43-6011.00	Administrative Assistant	44	26,097	30,079	35,481	38,928
04, 11/12	49-9042.00	Maintenance Worker	1	31,351	31,637	42,625	40,945
Pay Band 04 Grades 11/12 Weighted Average				29,116	30,796	39,586	39,856
05, 13	13-1199.99	Administrative Specialist	78	36,055	36,095	49,020	46,714
05, 13	13-1199.99	Administrative Specialist	2	42,983	43,314	58,439	56,057
05, 13	13-1199.99	Business Development Spc	2	33,195	37,700	45,132	48,791
05, 13	13-1199.99	Business Development Spc	20	39,123	45,240	53,192	58,550
05, 13	13-1199.99	Parks Management Specialist	23	37,894	41,018	51,521	53,085
05, 13	13-1199.99	Right Of Way Specialist	6	35,703	40,824	48,542	52,834
05, 13	13-1199.99	Business Operations Sup	2	32,954	37,700	44,804	48,791
05, 13	13-2011.01	Accountant	40	33,958	33,823	46,169	43,774
05, 13	13-2011.02	Auditor	9	35,975	35,263	48,911	45,637
05, 13	13-2021.02	Real Estate Appraiser	1	46,070	38,100	62,637	49,309
05, 13	13-2031.00	Budget Analyst	8	38,554	41,466	52,418	53,665
05, 13	13-2051.00	Financial Analyst	1	36,001	38,091	48,946	49,297
05, 13	13-2061.00	Financial Examiner	6	36,883	40,673	50,146	52,639
05, 13	13-2081.00	Tax Examiner	13	37,013	35,462	50,323	45,895
05, 13	13-2099.99	Financial Specialist	11	36,456	35,174	49,566	45,522
05, 13	13-2099.99	Financial Operations Sup/Mgr	1	36,732	35,174	49,941	45,522
05, 13	15-1021.00	Computer Programmer	9	38,585	41,830	52,461	54,136
05, 13	15-1041.00	Computer Support Specialist	31	40,004	40,662	54,389	52,625
05, 13	15-1061.00	Database Analyst	4	40,487	45,801	55,046	59,276
05, 13	15-1071.00	Network Administrator	13	34,982	38,570	47,562	49,917
05, 13	15-1071.01	Computer Security Specialist	1	30,306	40,393	41,203	52,277
05, 13	15-1081.00	Telecommunications Spc	2	32,010	41,297	43,521	53,447

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05, 13	15-1099.99	Data Control Specialist	10	36,349	43,044	49,420	55,708
05, 13	15-2031.00	Operations Research Analyst	1	37,523	41,478	51,017	53,681
05, 13	15-2031.00	Operations Research Analyst	9	45,967	49,773	62,497	64,416
05, 13	15-2041.00	Statistician	6	38,243	39,123	51,996	50,633
05, 13	17-1011.00	Architect	2	35,211	43,959	47,873	56,892
05, 13	17-1021.00	Cartographer	5	36,533	32,990	49,670	42,696
05, 13	17-1021.02	Photogrammetrist	1	36,054	32,990	49,019	42,696
05, 13	17-1022.00	Surveyor	7	42,203	37,200	57,379	48,144
05, 13	17-2051.00	Civil Engineering Specialist	38	40,570	43,228	55,159	55,946
05, 13	17-2112.00	Metrologist	1	43,611	45,906	59,293	59,412
05, 13	17-2131.00	Materials Lab Specialist	20	42,080	43,833	57,212	56,729
05, 13	17-2199.99	Engineering Contract Specialist	6	41,500	43,228	56,423	55,946
05, 13	17-3011.02	Designer	23	40,104	37,671	54,525	48,754
05, 13	17-3022.00	Civil Engineering Technician	114	40,120	39,640	54,547	51,302
05, 13	17-3029.99	Utility Engineering Spc	1	39,282	41,626	53,408	53,872
05, 13	19-1020.01	Biology Research Specialist	1	35,195	36,505	47,851	47,245
05, 13	19-1020.01	Fish Culture Specialist	28	33,267	35,517	45,230	45,966
05, 13	19-1031.01	Water Conservation Specialist	60	33,445	41,196	45,472	53,316
05, 13	19-1032.00	Forester	40	34,436	35,353	46,819	45,754
05, 13	19-1031.01	Range Management Specialist	11	35,482	41,196	48,242	53,316
05, 13	19-2031.00	Chemist	1	36,511	37,957	49,641	49,124
05, 13	19-2041.00	Environmental Science Spc	2	31,517	35,195	42,851	45,549
05, 13	19-3051.00	Planner	4	39,375	35,225	53,535	45,588
05, 13	19-4091.01	Environmental Field Tch	6	32,969	36,600	44,825	47,368
05, 13	19-4093.00	Conservation Technician	56	33,275	37,075	45,241	47,982
05, 13	21-1099.99	Corrections Social Svc Sup/Mgr	35	37,311	35,344	50,729	45,742
05, 13	21-1011.00	Substance Abuse Counselor	8	38,615	32,617	52,501	42,213
05, 13	21-1011.00	Substance Abuse Counselor	5	40,652	39,140	55,270	50,655
05, 13	21-1012.00	Employment Counselor	2	34,776	33,488	47,281	43,340
05, 13	21-1029.99	Social Service Specialist	260	31,124	35,666	42,316	46,159
05, 13	21-1092.00	Probation Parole Officer	2	32,269	35,635	43,873	46,119
05, 13	21-1092.00	Correctional Treatment Spc	15	35,979	34,575	48,917	44,747
05, 13	21-1092.00	Drill Instructor	3	36,621	34,575	49,790	44,747
05, 13	21-1099.99	Veterans Services Specialist	3	38,212	36,921	51,953	47,783
05, 13	23-2011.00	Paralegal Legal Assistant	7	34,313	40,414	46,652	52,304
05, 13	25-2031.00	Teacher Secondary	7	29,795	32,617	40,509	42,213
05, 13	25-4011.00	Archivist	1	39,304	32,617	53,437	42,213
05, 13	25-4012.00	Curator	1	29,397	32,617	39,968	42,213
05, 13	25-4013.00	Museum Exhibit Specialist	3	34,624	32,537	47,075	42,109
05, 13	25-4021.00	Librarian	3	30,322	32,617	41,226	42,213
05, 13	25-9031.00	Instructional Coordinator	1	36,826	38,143	50,069	49,365
05, 13	27-1024.00	Graphic Designer	4	31,838	32,537	43,286	42,109
05, 13	27-3031.00	Public Relations Specialist	11	33,921	33,291	46,119	43,085

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05, 13	27-3042.00	Technical Writer	2	38,182	35,646	51,913	46,133
05, 13	27-4021.01	Photographer	1	35,624	35,666	48,435	46,159
05, 13	29-1111.00	Registered Nurse	1	35,456	44,100	48,206	57,074
05, 13	29-2021.00	Dental Hygienist	1	63,228	47,021	85,965	60,855
05, 13	29-9011.00	Occupational Health Safety Spc	2	34,537	38,300	46,956	49,568
05, 13	33-1011.01	Correctional Officer SupMgr	17	38,434	39,027	52,255	50,509
05, 13	33-1012.00	Highway Patrol Sergeant	25	47,651	58,387	64,786	75,564
05, 13	33-3021.03	Crime Investigator	9	32,999	40,349	44,866	52,220
05, 13	33-3031.00	Fish Wildlife Parks Warden	65	36,992	39,482	50,294	51,098
05, 13	33-3051.01	Highway Patrol Officer	159	42,825	47,086	58,225	60,939
05, 13	41-4012.00	Lottery Sales Representative	7	32,907	37,798	44,741	48,918
05, 13	41-9021.00	Land Agent	2	39,620	48,450	53,867	62,704
05, 13	43-1011.02	Administrative Support Sup	8	38,200	41,064	51,936	53,145
05, 13	43-3011.00	Collections Specialist	1	32,264	35,785	43,866	46,313
05, 13	43-3031.00	Accounting Technician	2	30,601	29,821	41,605	38,594
05, 13	43-4061.02	Eligibility Specialist	1	28,615	40,457	38,904	52,359
05, 13	43-6011.00	Records Management Ast	1	33,080	35,666	44,976	46,159
05, 13	45-1011.02	Ranch Supervisor	4	35,283	39,027	47,971	50,509
05, 13	47-1011.00	Construction Trades SupMgr	121	42,006	36,237	57,112	46,898
05, 13	47-2111.00	Electrician	1	44,633	44,768	60,683	57,939
05, 13	47-4011.00	Building Codes Inspector	48	36,964	37,142	50,257	48,069
05, 13	47-5021.02	Drill Operator	3	39,033	38,971	53,070	50,436
05, 13	49-1011.00	Mechanic Maintenance SupMgr	15	36,589	37,582	49,746	48,639
05, 13	49-2022.03,	Communications Technologist	13	47,527	43,936	64,617	56,862
05, 13	49-2093.00	Mobile Electronics Tcg	3	40,796	35,275	55,466	45,653
05, 13	49-2094.00	Electronic Repair Tcg	3	38,923	42,126	52,920	54,519
05, 13	49-3011.01	Aircraft Mechanic	5	40,903	39,780	55,612	51,483
05, 13	49-9021.01	HVAC Maintenance Worker	1	39,807	39,808	54,122	51,520
05, 13	49-9042.00	Maintenance Worker	6	32,780	37,964	44,568	49,133
05, 13	51-1011.00	Production Services SupMgr	6	36,858	39,271	50,112	50,825
05, 13	51-1011.00	Production Services SupMgr	5	43,256	47,125	58,811	60,989
05, 13	51-8013.01	Hydroelectric Plant Operator	1	55,131	47,021	74,957	60,855
05, 13	51-9061.04	Electric Electronic Inspectors	1	36,379	35,666	49,461	46,159
05, 13	53-2012.00	Aircraft Pilot	1	34,983	38,374	47,563	49,664
05, 13	53-6051.04	Railroad Inspector	2	34,733	39,725	47,223	51,412
05, 13	53-6051.05	Motor Vehicle Safety Inspector	10	37,189	35,756	50,562	46,275
05, 13	13-1023.00	Purchasing Agent	2	27,975	34,248	38,034	44,324
05, 13	13-1041.00	Compliance Specialist	4	31,891	36,032	43,358	46,633
05, 13	13-1041.00	Compliance Specialist	6	29,126	36,032	39,599	46,633
05, 13	13-1041.02	License Examiner Specialist	4	31,014	32,629	42,167	42,228
05, 13	13-1041.04	Government Property Inv Inp	5	31,637	34,354	43,013	44,461
05, 13	13-1072.00	Benefits Specialist	2	33,352	34,237	45,346	44,310
05, 13	13-1073.00	Training Development Spc	3	32,966	32,781	44,820	42,425

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
05, 13	13-1111.00	Management Analyst	1	37,153	36,586	50,514	47,350
05, 13	13-1199.99	Administrative Specialist	14	33,132	36,095	45,047	46,714
05, 13	13-2011.02	Auditor	1	33,980	35,263	46,199	45,637
05, 13	13-2011.02	Auditor	20	35,074	35,263	47,687	45,637
05, 13	13-2011.02	Auditor	7	38,690	35,263	52,603	45,637
05, 13	13-2031.00	Budget Analyst	1	32,529	41,466	44,226	53,665
05, 13	13-2061.00	Financial Examiner	7	31,583	40,673	42,940	52,639
05, 13	13-2061.00	Financial Examiner	2	30,103	40,673	40,928	52,639
05, 13	13-2081.00	Tax Examiner	11	32,654	35,462	44,396	45,895
05, 13	15-1021.00	Computer Programmer	2	31,613	41,830	42,981	54,136
05, 13	15-1041.00	Computer Support Specialist	3	35,752	40,662	48,608	52,625
05, 13	21-1011.00	Substance Abuse Counselor	9	35,318	32,617	48,018	42,213
05, 13	21-1015.00	Rehabilitation Counselor	10	32,502	32,617	44,190	42,213
05, 13	21-1021.00	Child Family Social Worker	19	30,996	32,617	42,142	42,213
05, 13	21-1029.99	Human Services Specialist	9	29,742	34,517	40,437	44,671
05, 13	23-2011.00	Paralegal Legal Assistant	2	30,709	40,414	41,752	52,304
05, 13	23-2011.00	Paralegal Legal Assistant	4	29,083	40,414	39,541	52,304
05, 13	25-4013.00	Museum Exhibit Specialist	1	31,883	32,537	43,348	42,109
05, 13	25-4021.00	Librarian	1	34,103	32,617	46,367	42,213
05, 13	27-3031.00	Public Relations Specialist	2	27,986	33,291	38,050	43,085
05, 13	27-4021.01	Photographer	2	29,833	35,666	40,560	46,159
05, 13	29-1031.00	Dietitian Nutritionist	1	33,074	33,428	44,968	43,263
05, 13	29-1125.00	Recreation Therapist	1	30,346	32,537	41,258	42,109
05, 13	29-2056.00	Veterinary Technologist	1	33,073	35,666	44,967	46,159
05, 13	35-1012.00	Food Service SupMgr	1	29,805	35,666	40,523	46,159
05, 13	37-1011.00	HousekeepngCustodial SupMgr	1	34,103	35,666	46,367	46,159
05, 13	41-1012.00	Retail Sales SupMgr	1	34,103	35,666	46,367	46,159
05, 13	43-4061.02	Eligibility Specialist	4	31,019	35,666	42,173	46,159
Pay Band 05 Grade 13 Weighted Average				36,798	38,711	50,030	50,100
06, 14/15	11-1099.00	Program Manager	37	52,228	51,529	71,009	66,689
06, 14/15	11-3011.00	Administrative Services Mgr	19	49,995	56,188	67,973	72,719
06, 14/15	11-3021.00	Computer Information Sys Mgr	1	47,521	69,263	64,610	89,640
06, 14/15	11-9011.00	Farm Ranch Manager	1	46,670	46,968	63,453	60,786
06, 14/15	11-9021.00	Construction Manager	83	53,389	53,185	72,587	68,832
06, 14/15	11-9032.00	Principal	2	50,462	50,333	68,608	65,141
06, 14/15	11-9032.00	Principal	1	50,332	50,333	68,431	65,141
06, 14/15	11-9151.00	Social Community Svc Mgr	4	51,816	51,565	70,449	66,735
06, 14/15	13-1023.00	Purchasing Agent	15	42,146	41,097	57,302	53,188
06, 14/15	13-1031.01	Insurance Claims Examiner	26	42,426	44,463	57,682	57,544
06, 14/15	13-1041.00	Compliance Specialist	20	40,528	43,238	55,102	55,959
06, 14/15	13-1041.02	License Examiner Specialist	1	40,365	39,155	54,880	50,674
06, 14/15	13-1041.03	Equal Opportunity Specialist	7	44,511	42,433	60,517	54,917
06, 14/15	13-1041.11	Government Property Inv Inp	2	47,271	41,225	64,270	53,353
06, 14/15	13-1061.00	Emergency Management Spc	17	35,877	39,140	48,778	50,655

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06, 14/15	13-1071.01	Employment Specialist	1	38,169	40,984	51,894	53,041
06, 14/15	13-1072.00	Compensation Classification Spc	1	40,931	41,391	55,649	53,568
06, 14/15	13-1072.00	Benefits Specialist	9	39,055	41,084	53,099	53,171
06, 14/15	13-1073.00	Training Development Spc	38	39,525	39,337	53,739	50,910
06, 14/15	13-1073.00	Training Development Spc	2	36,002	39,337	48,948	50,910
06, 14/15	13-1079.99	Human Resource Specialist	31	42,193	41,766	57,366	54,054
06, 14/15	13-1111.00	Management Analyst	18	45,297	43,903	61,586	56,819
06, 14/15	13-1199.99	Administrative Specialist	99	43,968	43,314	59,779	56,057
06, 14/15	13-1199.99	Right Of Way Specialist	20	44,870	48,989	61,005	63,402
06, 14/15	13-1199.99	Business Operations Sup	5	45,890	45,240	62,392	58,550
06, 14/15	13-2011.01	Accountant	63	41,836	40,588	56,880	52,529
06, 14/15	13-2011.02	Auditor	23	42,502	42,315	57,786	54,764
06, 14/15	13-2021.02	Real Estate Appraiser	4	45,590	45,720	61,984	59,171
06, 14/15	13-2031.00	Budget Analyst	34	44,617	49,759	60,661	64,398
06, 14/15	13-2031.00	Budget Analyst	7	48,786	59,711	66,329	77,278
06, 14/15	13-2051.00	Financial Analyst	2	46,382	45,709	63,060	59,157
06, 14/15	13-2051.00	Tax Policy Analyst	5	42,178	45,090	57,346	58,355
06, 14/15	13-2061.00	Financial Examiner	10	51,808	48,808	70,438	63,167
06, 14/15	13-2081.00	Tax Examiner	9	41,354	42,554	56,225	55,073
06, 14/15	13-2099.99	Financial Specialist	25	44,031	42,209	59,865	54,627
06, 14/15	13-2099.99	Financial Operations Sup/Mgr	4	48,148	42,209	65,463	54,627
06, 14/15	15-1099.99	Computer Supervisor	14	51,189	54,406	69,597	70,412
06, 14/15	15-1021.00	Computer Programmer	66	46,676	50,196	63,461	64,964
06, 14/15	15-1032.00	Computer Systems Engineer	2	45,883	56,996	62,383	73,764
06, 14/15	15-1031.00	Computer Application Engineer	10	46,878	56,996	63,735	73,764
06, 14/15	15-1041.00	Computer Support Specialist	16	45,059	48,794	61,262	63,149
06, 14/15	15-1051.00	Computer Systems Analyst	65	47,612	56,538	64,733	73,171
06, 14/15	15-1061.00	Database Analyst	13	44,918	54,961	61,070	71,131
06, 14/15	15-1071.00	Network Administrator	52	43,566	46,284	59,232	59,901
06, 14/15	15-1071.01	Computer Security Specialist	4	41,670	48,472	56,655	62,732
06, 14/15	15-1081.00	Network Systems Analyst	40	44,929	51,606	61,085	66,788
06, 14/15	15-1081.00	Telecommunications Spc	10	48,563	49,556	66,026	64,135
06, 14/15	15-2041.00	Statistician	10	43,739	46,947	59,468	60,759
06, 14/15	17-1011.00	Architect	3	50,113	52,751	68,134	68,270
06, 14/15	17-1021.00	Cartographer	6	44,024	39,588	59,855	51,235
06, 14/15	17-1021.03	Photogrammetrist	2	40,264	39,588	54,743	51,235
06, 14/15	17-1022.00	Surveyor	8	53,830	44,640	73,187	57,773
06, 14/15	17-2171.00	Petroleum Engineer	1	60,000	56,996	81,576	73,764
06, 14/15	17-2072.00	Electronics Engineer	2	49,861	56,996	67,791	73,764
06, 14/15	17-2051.00	Civil Engineering Specialist	100	51,098	51,874	69,473	67,135
06, 14/15	17-2051.00	Civil Engineer PE	4	53,175	51,874	72,297	67,135
06, 14/15	17-2081.00	Environmental Engineering Spc	11	41,423	54,006	56,319	69,895
06, 14/15	17-2081.00	Environmental Engineer PE	3	48,528	54,006	65,978	69,895
06, 14/15	17-2131.00	Materials Lab Specialist	1	50,392	52,600	68,513	68,075

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06, 14/15	17-2141.00	Mechanical Engineering Spc	3	44,629	54,562	60,678	70,614
06, 14/15	17-2141.00	Mechanical Engineer PE	1	48,528	54,562	65,978	70,614
06, 14/15	17-2199.99	Engineering Contract Spc	22	50,545	51,874	68,720	67,135
06, 14/15	17-3011.02	Designer	61	52,470	45,205	71,338	58,504
06, 14/15	17-3022.00	Civil Engineering Technician	1	50,644	46,656	68,855	60,382
06, 14/15	17-3029.99	Utility Engineering Spc	11	48,676	49,951	66,180	64,647
06, 14/15	19-1013.01	Plant Science Specialist	1	43,378	45,220	58,976	58,524
06, 14/15	19-1020.01	Fish Culture Specialist	3	44,946	42,620	61,109	55,159
06, 14/15	19-1023.00	Fish Wildlife Biologist	94	40,664	43,070	55,287	55,741
06, 14/15	19-1031.01	Water Conservation Specialist	12	44,271	49,435	60,191	63,979
06, 14/15	19-1032.00	Forester	41	41,865	42,423	56,920	54,904
06, 14/15	19-1031.01	Range Management Specialist	9	43,015	49,435	58,483	63,979
06, 14/15	19-1031.01	Conservation Specialist	27	46,881	49,435	63,739	63,979
06, 14/15	19-1099.99	Science Program Sup/Mgr	1	52,686	68,395	71,632	88,517
06, 14/15	19-2021.00	Atmospheric Science Specialist	2	56,653	54,716	77,025	70,813
06, 14/15	19-2031.00	Chemist	7	40,402	45,548	54,930	58,948
06, 14/15	19-2032.00	Materials Scientist	1	46,800	56,996	63,629	73,764
06, 14/15	19-2041.00	Environmental Science Spc	124	43,601	42,234	59,280	54,659
06, 14/15	19-2042.01	Geologist	1	44,524	56,425	60,535	73,025
06, 14/15	19-2043.00	Hydrologist	13	48,062	50,000	65,345	64,710
06, 14/15	19-3011.00	Economist	3	44,691	51,283	60,762	66,370
06, 14/15	19-3031.02	Clinical Psychologist	3	42,339	49,445	57,564	63,992
06, 14/15	19-3051.00	Planner	22	44,755	42,270	60,849	54,706
06, 14/15	19-4091.00	Environmental Field Tch	1	36,048	30,500	49,012	39,473
06, 14/15	21-1099.99	Corrections Social Svc Sup/Mgr	47	45,602	42,413	62,000	54,891
06, 14/15	21-1012.00	Academic Counselor	4	34,136	40,185	46,411	52,007
06, 14/15	21-1015.00	Rehabilitation Counselor	40	35,198	39,140	47,855	50,655
06, 14/15	21-1021.00	Child Family Social Worker	228	35,164	39,140	47,809	50,655
06, 14/15	21-1029.99	Human Services Specialist	12	41,710	41,420	56,708	53,606
06, 14/15	21-1092.00	Probation Parole Officer	146	33,177	42,762	45,107	55,343
06, 14/15	21-1092.00	Correctional Treatment Spc	3	40,705	41,491	55,342	53,698
06, 14/15	21-1092.00	Drill Instructor	1	45,247	41,490	61,518	53,696
06, 14/15	21-1099.99	Veterans Services Specialist	1	45,855	44,305	62,344	57,340
06, 14/15	23-1011.00	Lawyer	42	47,508	54,240	64,592	70,197
06, 14/15	23-1021.00	Hearings Officer	6	45,754	45,688	62,207	59,129
06, 14/15	23-1022.00	Mediator	10	45,156	45,645	61,394	59,074
06, 14/15	23-2011.00	Paralegal Legal Assistant	8	33,147	48,496	45,067	62,764
06, 14/15	25-2031.00	Teacher Secondary	3	33,652	39,140	45,753	50,655
06, 14/15	25-4011.00	Archivist	1	41,243	39,140	56,074	50,655
06, 14/15	25-4012.00	Curator	1	35,000	39,140	47,586	50,655
06, 14/15	25-4021.00	Librarian	6	40,311	39,140	54,806	50,655
06, 14/15	25-9031.00	Instructional Coordinator	36	41,448	45,772	56,353	59,238
06, 14/15	27-1024.00	Graphic Designer	1	38,959	39,044	52,968	50,531
06, 14/15	27-3031.00	Public Relations Specialist	28	39,895	39,949	54,241	51,702

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06, 14/15	27-3041.00	Editor	1	47,899	39,140	65,124	50,655
06, 14/15	29-1031.00	Dietitian Nutritionist	4	39,749	40,114	54,042	51,916
06, 14/15	29-1111.00	Registered Nurse	3	43,078	52,920	58,569	68,489
06, 14/15	29-1111.00	Registered Nurse	36	43,271	52,920	58,831	68,489
06, 14/15	29-1125.00	Recreation Therapist	1	38,923	39,044	52,919	50,531
06, 14/15	29-2011.00	Clinical Lab Technologist	14	38,016	40,235	51,687	52,072
06, 14/15	29-9011.00	Occupational Health Safety Spc	23	40,168	45,960	54,612	59,481
06, 14/15	29-9011.00	Facility Surveyor	20	45,993	49,397	62,532	63,930
06, 14/15	33-1011.00	Correctional Officer SupMgr	22	43,479	46,832	59,114	60,610
06, 14/15	33-1012.00	Highway Patrol Captain	9	57,690	56,996	78,436	73,764
06, 14/15	33-1012.01	Firefighter SupMgr	1	44,197	47,999	60,090	62,120
06, 14/15	33-1099.00	Fish Wildlife Park Warden Sgt	11	44,667	46,362	60,730	60,002
06, 14/15	33-1099.00	Fish Wildlife Park Warden Cpt	7	51,455	55,125	69,959	71,343
06, 14/15	33-2021.01	Fire Inspector	6	34,539	42,797	46,960	55,388
06, 14/15	33-3021.03	Crime Investigator	55	43,320	48,419	58,898	62,664
06, 14/15	33-3021.03	Crime Analyst	4	37,436	48,419	50,898	62,664
06, 14/15	33-3051.01	Highway Patrol Specialist	2	50,797	61,306	69,063	79,342
06, 14/15	41-1012.00	Lottery Sales SupMgr	2	46,255	47,016	62,889	60,848
06, 14/15	41-4012.00	Industries Sales Rep	1	37,479	39,140	50,957	50,655
06, 14/15	41-9021.00	Land Agent	1	49,217	48,450	66,916	62,704
06, 14/15	47-1011.02	Drill SupMgr	1	46,974	43,484	63,866	56,277
06, 14/15	49-1011.00	Mechanic Maintenance SupMgr	6	43,059	45,098	58,543	58,366
06, 14/15	49-2022.03,	Communications Technologist	1	40,000	52,723	54,384	68,234
06, 14/15	49-2093.00	Mobile Electronics Tcg	1	44,821	42,330	60,939	54,783
06, 14/15	51-1011.00	Printing Duplicating Svc SupMgr	1	42,025	45,427	57,137	58,792
06, 14/15	51-1011.00	Hydroelectric Plant SupMgr	1	61,130	58,951	83,113	76,294
06, 14/15	53-2012.00	Aircraft Pilot	9	53,554	46,049	72,812	59,597
06, 14/15	53-6051.01	Aircraft Inspector	1	48,431	40,545	65,846	52,473
06, 14/15	13-1023.00	Purchasing Agent	4	36,827	37,361	50,070	48,352
06, 14/15	13-1041.00	Child Support Compliance Spc	80	34,157	39,307	46,440	50,871
06, 14/15	13-1041.02	License Examiner Specialist	8	33,879	35,595	46,062	46,068
06, 14/15	13-1041.02	License Examiner Specialist	1	32,400	35,595	44,051	46,068
06, 14/15	13-1072.00	Benefits Specialist	2	35,938	37,349	48,861	48,337
06, 14/15	13-1073.00	Training Development Spc	4	31,694	35,761	43,091	46,282
06, 14/15	13-1073.00	Training Development Spc	7	38,201	35,761	51,939	46,282
06, 14/15	13-1079.99	Human Resource Specialist	1	34,625	37,969	47,076	49,140
06, 14/15	13-1111.00	Management Analyst	2	37,654	39,912	51,195	51,654
06, 14/15	13-1199.99	Administrative Specialist	17	35,227	39,376	47,894	50,960
06, 14/15	13-2011.01	Accountant	2	32,021	36,898	43,536	47,754
06, 14/15	13-2021.01	Tax Appraiser	8	36,087	41,564	49,064	53,792
06, 14/15	13-2031.00	Budget Analyst	3	37,113	45,235	50,459	58,544
06, 14/15	13-2081.00	Tax Examiner	3	38,694	38,685	52,609	50,067

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06, 14/15	13-2099.99	Financial Specialist	1	31,749	38,372	43,166	49,661
06, 14/15	15-1021.00	Computer Programmer	6	36,110	45,633	49,095	59,058
06, 14/15	15-1041.00	Computer Support Specialist	6	38,539	44,358	52,398	57,408
06, 14/15	15-1071.00	Network Administrator	1	54,600	42,076	74,234	54,455
06, 14/15	15-1071.01	Computer Security Specialist	1	38,882	44,065	52,863	57,030
06, 14/15	15-1081.00	Network Systems Analyst	2	36,982	46,915	50,280	60,717
06, 14/15	15-1081.00	Network Systems Analyst	3	41,017	46,915	55,767	60,717
06, 14/15	19-1013.00	Agricultural Science Spc	21	35,891	38,909	48,797	50,356
06, 14/15	19-1020.01	Biology Research Specialist	1	37,153	39,824	50,514	51,540
06, 14/15	19-2031.00	Chemist	3	29,928	41,407	40,691	53,589
06, 14/15	19-3093.00	Historical Specialist	2	34,801	35,582	47,315	46,050
06, 14/15	21-1012.00	Academic Counselor	3	27,877	36,532	37,902	47,279
06, 14/15	21-1015.00	Rehabilitation Counselor	32	31,978	35,582	43,477	46,050
06, 14/15	21-1021.00	Child Family Social Worker	54	34,779	35,582	47,286	46,050
06, 14/15	21-1029.99	Human Services Specialist	5	35,176	37,655	47,825	48,733
06, 14/15	21-1029.99	Human Services Specialist	67	36,381	37,655	49,464	48,733
06, 14/15	21-1091.00	Health Education Specialist	2	29,928	35,582	40,691	46,050
06, 14/15	25-4011.00	Archivist	5	35,458	35,582	48,208	46,050
06, 14/15	25-4013.00	Museum Exhibit Specialist	3	33,821	35,495	45,983	45,937
06, 14/15	25-4021.00	Librarian	1	33,280	35,582	45,247	46,050
06, 14/15	25-9031.00	Instructional Coordinator	1	33,906	41,611	46,099	53,853
06, 14/15	27-3031.00	Public Relations Specialist	1	30,439	36,317	41,385	47,002
06, 14/15	29-1111.00	Registered Nurse	10	37,615	48,109	51,141	62,263
06, 14/15	29-1122.00	Occupational Therapist	2	39,531	45,306	53,746	58,635
06, 14/15	29-1125.00	Recreation Therapist	6	33,751	35,495	45,888	45,937
06, 14/15	29-2056.00	Veterinary Technologist	6	31,768	38,909	43,192	50,356
06, 14/15	29-9011.00	Occupational Health Safety Spc	6	35,995	41,782	48,939	54,074
06, 14/15	33-3021.03	Livestock Crime Investigator	22	32,922	44,017	44,761	56,967
06, 14/15	35-1012.00	Food Service SupMgr	1	30,779	38,908	41,847	50,355
06, 14/15	45-1011.00	Livestock Inspector Sup	2	36,282	42,575	49,329	55,100
06, 14/15	49-1011.00	Mechanic Maintenance SupMgr	1	32,244	40,998	43,839	53,060
06, 14/15	13-1031.01	Insurance Claims Examiner	1	41,479	44,463	56,395	57,544
06, 14/15	13-1041.00	Compliance Specialist	5	36,941	43,238	50,225	55,959
06, 14/15	13-1041.00	Child Support Compliance Spc	11	38,616	43,238	52,503	55,959
06, 14/15	13-1079.99	Human Resource Specialist	2	39,530	41,766	53,745	54,054
06, 14/15	13-1111.00	Management Analyst	1	42,780	43,903	58,163	56,819
06, 14/15	13-1111.00	Management Analyst	4	41,176	43,903	55,982	56,819
06, 14/15	13-1199.99	Administrative Specialist	52	37,908	43,314	51,540	56,057
06, 14/15	13-1199.99	Business Development Spc	5	40,748	45,240	55,401	58,550
06, 14/15	13-1199.99	Business Operations Sup	8	46,661	45,240	63,440	58,550
06, 14/15	13-1199.99	Business Operations Sup	17	42,261	45,240	57,459	58,550
06, 14/15	13-2011.01	Accountant	5	40,730	40,588	55,376	52,529
06, 14/15	13-2011.01	Accountant	15	40,337	40,588	54,843	52,529
06, 14/15	13-2031.00	Budget Analyst	3	37,386	49,759	50,830	64,398

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
06, 14/15	13-2061.00	Financial Examiner	1	44,597	43,366	60,635	56,124
06, 14/15	13-2061.00	Financial Examiner	1	42,730	43,366	58,096	56,124
06, 14/15	13-2099.99	Financial Specialist	2	40,458	42,209	55,007	54,627
06, 14/15	15-1021.00	Computer Programmer	6	41,911	50,196	56,983	64,964
06, 14/15	15-1041.00	Computer Support Specialist	8	38,585	48,794	52,460	63,149
06, 14/15	15-1051.00	Computer Systems Analyst	4	46,496	56,538	63,216	73,171
06, 14/15	15-1071.00	Network Administrator	3	33,429	46,284	45,450	59,901
06, 14/15	15-1081.00	Network Systems Analyst	3	41,658	51,606	56,639	66,788
06, 14/15	17-1011.00	Architect	1	33,102	52,751	45,006	68,270
06, 14/15	19-1013.00	Agricultural Science Spc	5	39,953	42,800	54,320	55,391
06, 14/15	19-2031.00	Chemist	2	34,325	45,548	46,669	58,948
06, 14/15	19-3031.02	Clinical Psychologist	1	38,600	49,445	52,480	63,992
06, 14/15	19-3093.00	Historical Specialist	5	37,938	39,140	51,581	50,655
06, 14/15	21-1019.99	Counseling Supervisor	1	45,136	42,413	61,367	54,891
06, 14/15	21-1014.00	Mental Health Counselor	4	41,096	35,582	55,875	46,050
06, 14/15	21-1015.00	Rehabilitation Counselor	3	38,426	39,140	52,244	50,655
06, 14/15	21-1021.00	Child Family Social Worker	5	39,637	39,140	53,891	50,655
06, 14/15	21-1091.00	Health Education Specialist	19	34,219	39,140	46,524	50,655
06, 14/15	25-4011.00	Archivist	2	40,154	39,140	54,594	50,655
06, 14/15	25-4021.00	Librarian	1	39,125	39,140	53,194	50,655
06, 14/15	27-3031.00	Public Relations Specialist	4	39,647	39,949	53,904	51,702
06, 14/15	29-1031.00	Dietitian Nutritionist	2	43,555	40,114	59,218	51,916
06, 14/15	29-1111.00	Registered Nurse	56	40,699	52,920	55,334	68,489
06, 14/15	29-1125.00	Recreation Therapist	1	39,801	39,044	54,113	50,531
06, 14/15	29-2056.00	Veterinary Technologist	3	38,541	42,800	52,400	55,392
06, 14/15	29-9011.00	Occupational Health Safety Spc	6	39,312	45,960	53,448	59,481
06, 14/15	29-9011.00	Health Sanitarian	5	37,810	38,264	51,406	49,521
06, 14/15	33-3021.03	Crime Investigator	6	37,964	48,419	51,616	62,664
06, 14/15	33-3021.03	Livestock Crime Investigator	1	43,557	48,419	59,220	62,664
06, 14/15	49-1011.00	Mechanic Maintenance SupMgr	1	39,678	45,098	53,947	58,366
06, 14/15	53-2012.00	Aircraft Pilot	1	34,983	46,049	47,563	59,597
Pay Band 06 Grades 14/15 Weighted Average				41,864	44,847	56,919	58,040
07, 16/17	11-1021.00	Operations Manager	41	61,892	62,518	84,148	80,911
07, 16/17	11-1099.00	Program Manager	33	62,926	61,835	85,555	80,027
07, 16/17	11-1099.00	Regulatory Program Manager	16	63,501	61,835	86,336	80,027
07, 16/17	11-3011.00	Administrative Services Mgr	3	46,862	67,426	63,714	87,263
07, 16/17	11-3021.00	Computer Information Sys Mgr	33	54,745	69,263	74,431	89,640
07, 16/17	11-3031.02	Financial Manager	33	60,904	64,631	82,805	83,645
07, 16/17	11-3040.00	Human Resource Manager	11	62,114	66,665	84,450	86,278
07, 16/17	11-3041.00	Compensation Benefits Mgr	1	59,873	63,495	81,403	82,175
07, 16/17	11-3042.00	Training Manager	4	52,151	61,135	70,905	79,121
07, 16/17	11-3051.00	Industrial Production Mgr	1	61,060	59,785	83,017	77,374
07, 16/17	11-9021.00	Construction Manager	7	59,846	63,822	81,367	82,598

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
07, 16/17	11-9039.99	Education Program Adm	12	51,588	63,151	70,139	81,730
07, 16/17	11-9032.00	Principal	1	52,528	60,400	71,418	78,170
07, 16/17	11-9041.00	Engineering Manager	88	72,400	69,263	98,435	89,640
07, 16/17	11-9111.00	Medical Health Services Mgr	4	52,095	65,886	70,829	85,270
07, 16/17	11-9111.00	Nursing Services Manager	1	61,006	65,886	82,944	85,270
07, 16/17	11-9121.00	Environmental Program Mgr	12	62,010	64,004	84,308	82,834
07, 16/17	11-9121.00	Resource Conservation Mgr	54	54,869	59,668	74,600	77,222
07, 16/17	11-9151.00	Social Community Svc Mgr	13	54,172	61,878	73,652	80,083
07, 16/17	13-1041.00	Compliance Specialist	1	63,613	43,238	86,488	55,959
07, 16/17	13-1041.03	Equal Opportunity Specialist	1	62,677	50,920	85,216	65,901
07, 16/17	13-1079.99	Human Resource Specialist	5	48,916	50,119	66,506	64,864
07, 16/17	13-1079.99	Labor Relations Specialist	3	57,698	57,784	78,447	74,784
07, 16/17	13-1111.00	Management Analyst	17	49,025	52,684	66,655	68,184
07, 16/17	13-1111.00	Management Analyst	1	47,008	52,684	63,912	68,184
07, 16/17	13-1199.99	Administrative Specialist	3	47,481	51,977	64,555	67,269
07, 16/17	13-1199.99	Business Development Spc	17	48,333	54,288	65,714	70,260
07, 16/17	13-1199.99	Business Operations Sup	3	51,394	54,288	69,875	70,260
07, 16/17	13-2011.01	Accountant	9	50,717	48,706	68,954	63,035
07, 16/17	13-2011.02	Auditor	1	58,496	50,778	79,532	65,717
07, 16/17	13-2051.00	Financial Analyst	15	49,000	54,851	66,620	70,988
07, 16/17	13-2051.00	Tax Policy Analyst	4	54,693	54,108	74,360	70,027
07, 16/17	13-2061.00	Financial Examiner	2	68,899	58,570	93,675	75,801
07, 16/17	13-2099.99	Financial Specialist	14	51,746	50,651	70,353	65,553
07, 16/17	13-2099.99	Financial Operations Sup/Mgr	4	61,344	50,651	83,403	65,553
07, 16/17	15-1099.99	Computer Supervisor	31	57,634	65,287	78,359	84,494
07, 16/17	15-1021.00	Computer Programmer	11	48,891	60,235	66,472	77,956
07, 16/17	15-1032.00	Computer Systems Engineer	14	54,187	68,395	73,673	88,517
07, 16/17	15-1031.00	Computer Application Engineer	2	53,738	68,395	73,063	88,517
07, 16/17	15-1051.00	Computer Systems Analyst	16	59,520	67,846	80,923	87,806
07, 16/17	15-1061.00	Database Analyst	5	56,586	65,953	76,934	85,356
07, 16/17	15-1071.00	Network Administrator	3	53,617	55,541	72,898	71,881
07, 16/17	15-1071.01	Computer Security Specialist	1	46,800	58,166	63,629	75,278
07, 16/17	15-1081.00	Network Systems Analyst	8	50,772	61,928	69,029	80,147
07, 16/17	15-1081.00	Telecommunications Spc	18	48,084	59,468	65,375	76,963
07, 16/17	15-2031.00	Operations Research Analyst	2	57,594	59,728	78,304	77,300
07, 16/17	17-1011.00	Architect	3	49,924	63,301	67,877	81,924
07, 16/17	17-2199.99	Engineering Supervisor Mgr	1	64,528	63,028	87,732	81,571
07, 16/17	17-2072.00	Electronics Engineer	1	57,215	68,395	77,790	88,517
07, 16/17	17-2051.00	Civil Engineering Specialist	59	58,353	62,249	79,337	80,563
07, 16/17	17-2051.00	Civil Engineer PE	5	58,184	62,249	79,107	80,563
07, 16/17	17-2081.00	Environmental Engineering Spc	11	54,645	64,807	74,295	83,873
07, 16/17	17-2081.00	Environmental Engineer PE	6	55,687	64,807	75,712	83,873
07, 16/17	17-2141.00	Mechanical Engineering Spc	1	49,803	65,474	67,713	84,736
07, 16/17	17-2199.99	Engineering Contract Specialist	1	50,394	62,249	68,516	80,563

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
07, 16/17	19-1023.00	Fish Wildlife Biologist	24	47,756	51,684	64,929	66,889
07, 16/17	19-1031.02	Water Conservation Specialist	9	50,061	59,322	68,063	76,775
07, 16/17	19-1099.99	Forensic Scientist	1	69,347	62,744	94,284	81,203
07, 16/17	19-1099.99	Science Program Sup/Mgr	33	53,273	68,395	72,430	88,517
07, 16/17	19-2041.00	Environmental Science Spc	52	40,098	42,234	54,517	54,659
07, 16/17	19-3011.00	Economist	2	49,201	61,540	66,893	79,645
07, 16/17	19-3051.01	Planner	2	62,245	50,724	84,628	65,647
07, 16/17	19-3051.01	Transportation Planner	4	58,159	56,392	79,073	72,983
07, 16/17	23-1011.00	Lawyer	82	56,375	65,088	76,647	84,237
07, 16/17	23-1021.00	Administrative Law Judge	3	55,087	58,759	74,896	76,046
07, 16/17	23-1021.00	Hearings Officer	1	47,850	54,825	65,057	70,955
07, 16/17	23-1022.00	Mediator	2	54,398	54,774	73,960	70,889
07, 16/17	25-4021.00	Librarian	1	47,135	46,968	64,085	60,786
07, 16/17	27-3031.00	Public Relations Specialist	6	54,794	47,939	74,497	62,043
07, 16/17	29-1051.01	Pharmacist	2	75,155	79,110	102,180	102,384
07, 16/17	29-1111.00	Registered Nurse	5	53,341	63,504	72,522	82,187
07, 16/17	29-1131.00	Veterinarian	1	47,114	55,582	64,056	71,934
07, 16/17	29-9011.00	Facility Surveyor	3	54,886	60,461	74,624	78,249
07, 16/17	33-1012.00	Law Enforcement Manager	13	53,594	67,181	72,866	86,946
07, 16/17	11-1099.00	Program Manager	2	39,934	56,214	54,295	72,752
07, 16/17	11-1099.00	Regulatory Program Manger	3	43,722	56,214	59,444	72,752
07, 16/17	11-9051.00	Food Service Manager	2	41,673	47,518	56,659	61,498
07, 16/17	11-9111.00	Nursing Services Manager	1	46,267	59,896	62,904	77,518
07, 16/17	11-9151.00	Social Community Svc Mgr	5	40,166	56,253	54,609	72,802
07, 16/17	13-1061.00	Emergency Management Spc	2	46,319	42,698	62,975	55,260
07, 16/17	13-1073.00	Training Development Spc	1	43,033	42,913	58,508	55,538
07, 16/17	13-1199.99	Administrative Specialist	20	40,565	47,251	55,152	61,152
07, 16/17	13-2011.02	Auditor	10	40,917	46,162	55,631	59,743
07, 16/17	13-2031.00	Budget Analyst	3	41,153	54,283	55,952	70,253
07, 16/17	13-2099.99	Financial Specialist	10	39,706	46,046	53,984	59,593
07, 16/17	13-2099.99	Financial Operations Sup	2	46,043	46,046	62,600	59,593
07, 16/17	15-1021.00	Computer Programmer	4	48,515	54,759	65,961	70,869
07, 16/17	15-1041.00	Computer Support Specialist	9	47,390	53,230	64,432	68,890
07, 16/17	15-1051.00	Computer Systems Analyst	13	47,239	61,678	64,226	79,824
07, 16/17	15-1061.00	Database Analyst	1	49,514	59,957	67,320	77,597
07, 16/17	19-1013.00	Agricultural Science Spc	7	42,013	46,691	57,121	60,427
07, 16/17	19-1041.00	Epidemiologist	3	43,861	43,089	59,634	55,766
07, 16/17	19-2031.00	Chemist	2	43,302	49,689	58,873	64,308
07, 16/17	19-3031.02	Clinical Psychologist	2	41,055	53,940	55,818	69,809
07, 16/17	19-3093.00	Historical Specialist	1	41,517	42,698	56,447	55,260
07, 16/17	21-1019.99	Counseling Supervisor	2	46,311	46,268	62,964	59,880
07, 16/17	21-1021.00	Child Family Social Worker	8	41,515	42,698	56,444	55,260
07, 16/17	21-1029.99	Human Services Specialist	20	41,644	45,185	56,619	58,479
07, 16/17	21-1091.00	Health Education Specialist	11	41,391	42,698	56,276	55,260
07, 16/17	27-3031.00	Public Relations Specialist	1	51,321	43,581	69,776	56,402
07, 16/17	29-1111.00	Registered Nurse	5	44,314	57,731	60,250	74,715

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
07, 16/17	29-1127.00	Speech Pathologist	1	44,283	49,396	60,207	63,929
07, 16/17	29-2056.00	Veterinary Technologist	1	41,001	46,691	55,745	60,427
07, 16/17	29-9011.00	Occupational Health Safety Spc	1	49,336	50,138	67,077	64,889
07, 16/17	29-9011.00	Health Sanitarian	1	39,759	45,916	54,056	59,425
07, 16/17	33-3021.03	Livestock Crime Investigator	1	44,507	52,821	60,511	68,361
07, 16/17	49-1011.00	Mechanic Maintenance SupMgr	2	41,854	49,198	56,904	63,672
07, 16/17	11-1099.00	Program Manager	6	51,373	61,835	69,847	80,027
07, 16/17	11-1099.00	Regulatory Program Manger	4	47,557	61,835	64,658	80,027
07, 16/17	11-3011.00	Administrative Services Mgr	4	48,390	67,426	65,790	87,263
07, 16/17	11-3021.00	Computer Information Sys Mgr	4	54,989	69,263	74,764	89,640
07, 16/17	11-3031.02	Financial Manager	4	48,342	64,631	65,726	83,645
07, 16/17	11-3040.00	Human Resource Manager	3	49,823	66,665	67,739	86,278
07, 16/17	11-9041.00	Engineering Manager	1	42,832	69,263	58,235	89,640
07, 16/17	11-9111.00	Medical Health Services Mgr	13	49,254	65,886	66,966	85,270
07, 16/17	11-9111.00	Nursing Services Manager	1	50,118	65,886	68,141	85,270
07, 16/17	11-9121.00	Agricultural Program Mgr	1	47,398	59,668	64,442	77,222
07, 16/17	11-9151.00	Social Community Svc Mgr	31	48,124	61,878	65,429	80,083
07, 16/17	13-1061.00	Emergency Management Spc	1	52,000	46,968	70,699	60,786
07, 16/17	13-1111.00	Management Analyst	6	50,325	52,684	68,421	68,184
07, 16/17	13-1199.99	Administrative Specialist	4	54,730	51,977	74,411	67,269
07, 16/17	13-2011.01	Accountant	1	47,923	48,706	65,156	63,035
07, 16/17	13-2031.00	Budget Analyst	1	56,565	59,711	76,905	77,278
07, 16/17	13-2099.99	Financial Specialist	1	48,688	50,651	66,197	65,553
07, 16/17	13-2099.99	Financial Operations Sup	6	52,118	50,651	70,860	65,553
07, 16/17	15-1051.00	Computer Systems Analyst	1	41,766	67,846	56,786	87,806
07, 16/17	19-1041.00	Epidemiologist	1	52,528	47,398	71,418	61,342
07, 16/17	19-1099.99	Forensic Scientist	18	48,618	62,744	66,101	81,203
07, 16/17	19-3031.02	Clinical Psychologist	7	55,353	59,334	75,258	76,790
07, 16/17	23-1021.00	Hearings Officer	4	46,975	54,825	63,867	70,955
07, 16/17	29-1111.00	Registered Nurse	10	52,500	63,504	71,379	82,187
Pay Band 07 Grades 16/17 Weighted Average				53,938	59,769	73,334	77,353
08, 18/19	11-1021.00	Operations Manager	1	71,842	75,022	97,676	97,093
08, 18/19	11-1021.00	Operations Manager	98	74,497	75,022	101,286	97,093
08, 18/19	11-1099.00	Program Manager	1	73,424	74,202	99,827	96,032
08, 18/19	11-3021.00	Computer Information Sys Mgr	17	73,875	83,116	100,440	107,569
08, 18/19	11-3031.02	Financial Manager	1	81,574	77,557	110,908	100,374
08, 18/19	11-9041.00	Engineering Manager	3	84,011	83,116	114,222	107,569
08, 18/19	11-9111.00	Medical Health Services Mgr	2	70,573	79,063	95,952	102,323
08, 18/19	11-9121.00	Environmental Program Mgr	1	58,911	76,805	80,096	99,401
08, 18/19	11-9151.00	Social Community Svc Mgr	4	59,371	74,254	80,721	96,100
08, 18/19	23-1011.00	Lawyer	68	67,303	78,106	91,505	101,085
08, 18/19	33-1012.00	Law Enforcement Manager	2	65,816	80,617	89,484	104,335
08, 18/19	11-1021.00	Operations Manager	3	49,601	68,202	67,438	88,267

PLANS COMBINED (020, 060, & 068) COMPARISONS							
Band/ Grade	SOC Code	Job Title	Freq	Average Salary		Average Total Compensation	
				State	Market	State	Market
08, 18/19	11-1099.00	Program Manager	13	57,812	67,456	78,601	87,302
08, 18/19	11-3021.00	Computer Information Sys Mgr	2	60,424	75,560	82,152	97,790
08, 18/19	11-3031.02	Financial Manager	7	53,724	70,506	73,044	91,249
08, 18/19	11-9039.99	Education Program Adm	1	62,093	68,892	84,422	89,160
08, 18/19	11-9111.00	Medical Health Services Mgr	3	52,184	71,875	70,950	93,021
08, 18/19	11-9111.00	Nursing Services Manager	1	51,151	71,875	69,544	93,021
08, 18/19	11-9121.00	Agricultural Program Mgr	2	52,939	65,092	71,976	84,243
08, 18/19	11-9151.00	Social Community Svc Mgr	9	51,923	67,504	70,595	87,363
08, 18/19	13-1199.99	Business Development Spc	1	51,990	59,223	70,686	76,647
08, 18/19	19-1041.00	Epidemiologist	1	51,345	51,707	69,809	66,920
08, 18/19	19-1099.99	Forensic Scientist	3	54,975	68,448	74,745	88,585
08, 18/19	23-1011.00	Lawyer	2	52,528	71,005	71,418	91,895
08, 18/19	23-1011.00	Lawyer	9	47,753	71,005	64,925	91,895
08, 18/19	23-1021.00	Administrative Law Judge	2	47,871	64,101	65,086	82,959
08, 18/19	11-1021.00	Operations Manager	15	58,855	75,022	80,020	97,093
08, 18/19	11-9121.00	Agricultural Program Mgr	1	54,272	71,602	73,788	92,667
08, 18/19	23-1011.00	Lawyer	1	59,525	78,106	80,931	101,085
08, 18/19	29-1131.00	Veterinarian	2	58,408	66,698	79,411	86,321
Pay Band 08 Grades 18/19 Weighted Average				66,789	75,000	90,806	97,065
09, 20-22	11-1021.00	Operations Manager	5	91,708	90,026	124,687	116,512
09, 20-22	11-1021.00	Operations Manager	2	62,947	81,842	85,583	105,920
09, 20-22	29-1131.00	Veterinarian	1	57,463	72,761	78,127	94,168
09, 20-22	11-1021.00	Operations Manager	4	71,002	68,202	96,534	88,267
09, 20-22	11-1021.00	Operations Manager	1	73,690	90,026	100,189	116,512
09, 20-22	29-1131.00	Veterinarian	2	68,546	80,038	93,195	103,585
09, 20-22	11-1021.00	Operations Manager	4	79,381	75,022	107,927	97,093
09, 20-22	15-2011.00	Actuary	2	70,818	66,285	96,284	85,786
Pay Band 09 Grades 20 - 22 Weighted Average				75,993	79,278	103,320	102,602